Decolonizing Administration: A Critical Analysis of Management Practices under A Decolonial Perspective

Diego Fillipe de Souza[1], Erika Sabrina Felix Azevedo[1]
[1](Postgraduate Program in Administration/ Federal University of Pernambuco, Brazil)

Abstract: Background*: Scientific decoloniality is part of the current research agenda in the field of Administration. Decolonial scientific processes have the potential to produce changes and modifications in the organizational field, generating theoretical and practical contributions. Faced with existing criticisms of researchers who import theoretical models that do not match the Brazilian reality, we carried out this study to present an overview of national scientific production with theoretical discussions on decolonialism.*
Materials and Methods*: A systematic literature review was carried out, limited to Brazilian journals in the area of Administration with Qualis A2 stratum in force until 2022.*
Results*: Decolonial studies in Brazil have articulated to offer critical perspectives on the organization of the world in which people were taught to live, based on north-centric categories. Since 2013, there has been a plural intellectual movement that proposes multiple interpretations of the emancipatory struggles that are being carried out by different authors to contest the formation of a hegemonic knowledge in the field of Administration.*
Conclusion: *Despite the efforts of Brazilian researchers to decolonize scientific knowledge, there is still a long way to go. Brazil presents an epistemological field formed by singular and multiple subjects that form and build a reality that is little understood and studied in the scientific field. Theorizing about its objects, subjects and phenomena opposes the hegemonic imposition of science, emancipates, liberates and gives a new direction to Brazilian scientific production in Administration.*
Key Word*: Decolonialism; Decolonial; Brazilian scientific production; Administration.*

I. Introduction

The Brazilian academic community began a process of reflection on the lack of applicability of imported theories that for a long time were the basis of their main studies[1]. These discussions take place in all fields, including the Administration area[2].

The Brazilian reality is diverse and does not necessarily resemble the European and North American social standards used as the foundation of their theoretical constructions[3]. In this sense, Brazil is a vast and open field for a process of theorizing and (re)cognition of its own reality[1]. Recognizing this field implies a theoretical and colonial deconstruction of theories that have little applicability in the various Brazilian organizational forms[4]. Decoloniality is an approach that corroborates this understanding, reflecting on alternative ways of building knowledge different from those imposed by hegemonic science.

The production of knowledge must be guided by the local reality, emphasizing the adoption of epistemologies from the South[5]. There is no geographic relationship, but rather a critique of the dominant science (called Eurocentric or Northcentric) and its uncritical reproduction by countries that do not explore their own realities that have their own possibilities for the production of knowledge[5].

When reflecting on the field of administration and more specifically organizational studies, there is a strong interdisciplinarity[6] which, while providing multiple possibilities for subjects and objects of study, bring with them diverse epistemological and ontological bases. Developing new theoretical insights requires ontological and epistemological adjustments from the scientific community[7]. By relating these possibilities and requirements to the Brazilian context, the question arises what is the panorama of theoretical discussions about decoloniality in the field of Administration in Brazil? In other words, how are publications that theorize about non-hegemonic epistemological possibilities in the area of Administration being presented?

This study presents an overview of theoretical discussions about decolonialism in the field of Administration in Brazil. It is important to point out that the adopted approach does not consist of addressing all theoretical publications on decoloniality in Administration in Brazil, since we used a systematic literature review (SLR) for data collection. Such a technique demands the definition of a specific research protocol, which directs

the results obtained according to its guidelines[8]. Therefore, the panorama presented in this study is based on the results generated by the application of the technique and by the pre-established fields.

It is noteworthy that, in contrast to some publications present in various journals in the area, the present study does not focus on the discussion of the hegemony of a specific paradigmatic orientation in the administrative sciences. Instead, it focuses on reflection on the inadequacy of the epistemologies of the geopolitical North, which present a reality different from the Brazilian one. Therefore, before opting for functionalism, interpretivism or any other paradigm, it is crucial to understand that there is a little explored epistemological field that needs to be theorized. It is necessary to promote theorization in administrative sciences from peripheral contexts, as north-centric theories are not adequate to our reality and there is a shortage of theories that really explain the national reality.

II. Decoloniality

Talking about decoloniality in the social sciences requires reflecting on the existing geopolitical divisions in the world and their relationship with the production of knowledge. There is a colonial thought that persists in the academic world, especially in Europe, which aims to impose continuity in the applications of its theoretical constructions[9]. There is a historical domination of the countries present in the global North, in scientific terms, in political, economic and social terms. The foundation of this domination is directly related to colonialism and development, under the aegis of capitalism, which divides the world between global (or geopolitical) North and South[10].

The starting point is found in the denomination of the global South. Initially, one can imagine that it is the geographic South, and in parts it is possible to consider that yes. Boaventura de Sousa Santos is one of the researchers who approaches the scientific production of the Global South and classifies the Global South as the geopolitical South, composed of countries present in the geographic South, but with some exceptions because there are countries in the North that enter into this concept (Mexico, for example) and to the South that do not enter (New Zealand)[10]. The fundamental basis of this classification is in capitalism, colonialism and developmentalism[10]. Most countries in the geopolitical South were former colonies of European countries, they are underdeveloped countries that envisage development based on capitalist practices.

Many studies assume that economic backwardness results from poor application of Northern administrative practices[11]. This approach considers Northern epistemologies as ideal models and disregards other historical, social, cultural, and economic factors that shape a country. Although the application of external techniques and practices can generate positive results in some cases, it is necessary to reflect on the possibilities of scientific production based on local realities, thus avoiding ignoring the specificities of each context[3].

There is a global division in scientific production, which runs through modern science and still persists today[12]. The periphery serves only as a space for data collection and application of scientific theories and methods[11,13]. On the other hand, the metropolis, based on its data, produces theories that will be applicable to the periphery, ignoring the idiosyncrasies of this second space.[11,13]. Acting in this way, being mere scientific replicators of the global North, implies not applying the primary foundation of science: research[10].

So that the theoretical perspectives and administrative practices of the global North could be considered coherent and generate positive results, theoretical and empirical research was carried out[14]. Why would it be different in other countries? What makes northcentric researchers believe that colonization is still applicable? Would scientific colonization be a new way of colonizing? Organizational Studies generate an epistemic coloniality for about 150 years and make it imperative to understand the organizational realities arranged in Latin America, for example[14].

With all the geographic segregation, in some way, south-south dialogues have been taking place over the last two decades[15]. They include dialogues on indigenous knowledge and links between Southern knowledge institutions such as the Council for the Development of Social Science Research in Africa (CODESRIA) and the Latin American Council of Social Sciences (CLACSO)[13,16]. On transnational feminist and environmental movements and the production of various networks and forums, as well as the existing connections between United Nations Forums[13].

These are just some of the movements that deal with the process of decolonization of knowledge present in the literature[13]. The agenda of the academic community has changed in a more reflexive way about the role and place of the periphery in scientific production. The book on Orientalism, by the Palestinian intellectual Edward Said, dealing with the discursive structures present in Orientalist European literature and how they contributed to constitute a subaltern Orient[17]. The work of the Italian Antonio Gramsci presents subsidies for a critical reflection on the forms of domination that articulated colonialism and modernity. And names like those of the Mexicans Edmundo O'Gorman and Leopoldo Zéa, classic authors in the post-colonial imagination, as their works departed from the problem of Latin America as a place of discourse on modernity. These initiatives show us a way forward as important indications of possibilities. Theorizing is one of the elements that aims to build and discuss theoretical processes based on little-explored epistemologies.

III. Theorizing in the Field of Administration

Brazil is a country that is in the geopolitical South and consequently is one of the countries that have a vast unexplored field, lacking organizational theories that understand and explain its reality[11]. Therefore, it is possible to emerge adequate and consistent theories that apply to the Brazilian context, which can serve as a comparative basis for other realities.

Theoretical development in the field of organizational and management studies is extremely important for the production of knowledge in the area[18]. The recognition of the need and possibility of theorizing in the field of Administration in Brazil is nothing recent, this discussion takes place in the main scientific spaces, such as forums, events, research groups and is externalized in publications. At the end of the 1990s, Bertero, Caldas and Wood Junior reported how the Brazilian scientific production in the area of Administration needed to change, mainly due to the little practical utility resulting from the use of an imported theoretical framework, as well as research problems and variables that are the results of international research[19]. In 2013, a new publication again criticized the Brazilian scientific production process, reflecting that "by trying to adhere to the international system of knowledge generation, entering through the back door and losing focus on reality itself, rich and rapidly changing"[19].

Theory is the relationship between the constitution of concepts, abstract ideas or central propositions that allow explaining or predicting certain phenomena[20]. Theory is not limited to abstraction, it meets practice, when a theory is elaborated, its positioning cannot distance itself from practice[21].

When it comes to the theorizing process in the area of management, there is no difference, a great concern with the role of theory and bringing their contribution to scientific publications, little is said about the importance of building theories to advance knowledge in the field of study of management[22]. Theorizing in the field of management occurs through practice: the daily life of organizations, the relationship between people in the organizational environment and the activities developed by them, help in social understanding and consequently contribute to the theorizing process, revealing practical problems of managers.

The importance of theorizing lies in anticipating future problems, keeping up with everyday and frequent changes, and above all, planning future actions that help to know how to act in the face of problems and know how to carry out a successful intervention[23].

However, developing a theory is not an easy task. Think of a complete theory version. It is possible to initiate contributions to knowledge by theorizing about research results and thinking of theory building as ongoing work, as part of future theorizing[24].

Hitt and Smith introduced their work on the development of theories by presenting the proposal for the construction of the other chapters based on some guidelines, in which the first question asked: *"How did the process begin?.. How did the process begin"*[25].

Considering theorizing means identifying what in the points of tension and stimuli that lead us to this process, for the authors when suggesting a theory it is necessary to identify the factors that will be studied and their relationships.

IV. Method
V. Systematic Literature Review (RSL)

Research methodology that consists of carrying out a broad and systematic review of scientific studies on a given topic. RSL seeks to gather, evaluate and synthesize all relevant literature on the topic of interest in order to answer a specific research question.

The RSL follows a pre-established research protocol that includes clear and defined inclusion and exclusion criteria, methods of systematic search and selection of studies, evaluation of the quality of included studies and synthesis of results. These steps are recorded in a detailed report that describes the methodology used and the results obtained.

RSL is a rigorous and reliable methodology for obtaining relevant and up-to-date scientific evidence on a given topic, allowing researchers to have a comprehensive and critical understanding of the current state of knowledge on a given subject.

To strengthen the theoretical basis of this study, a Systematic Literature Review (SLR) was carried out, which presented results generated from quantitative and qualitative aspects.

RSL has become a popular technique in the field of administration, having been classified as a method that examines and summarizes the literature referring to a certain phenomenon.[8], pointing out existing gaps in the literature and outlining paths for future research[26]. RSL approaches can be quantitative, qualitative or mixed[27]. Figure 1 presents the flowchart of the RSL adopted in this study, clearly showing the selection steps of the articles included in the review.
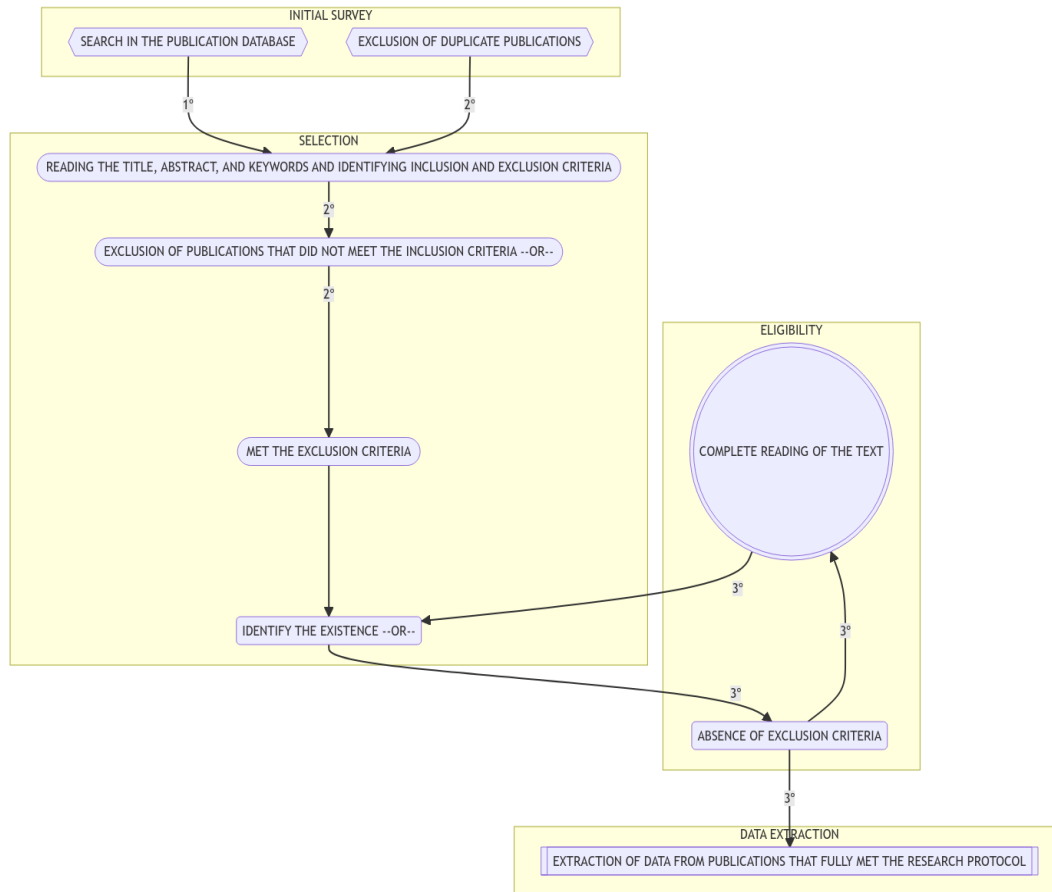
Figure 1: Flowchart Representing The Steps Of Selection Of Reports Found In Articles For Analysis And Data Extraction Of A Systematic Literature Review Protocol "RSL", Adapted By The Authors (De Oliveira et al., 2018)[40].

Figure 1 shows the four stages carried out in this RSL from the initial survey to the final phase of extracting data from publications. The research protocol is the guiding instrument for these stages and presents the main elements that will be considered for the analysis and discussion of the data.

Table 1 presents the research protocol applied in this investigation. The main objective of this instrument is to delimit the results to raise the articles that will be the basis of this analysis. RSL needs to be transparent and reproducible[26-30] and the presentation of this protocol reiterates these arguments. The research protocol data presented in Figure 2 demonstrate the alignment with the central question of this study. They also present the search terms that must be used for the initial survey of publications, the database that will be applied and the period that will be considered[30].

For this study, it was decided to select only Brazilian journals in the field of Administration that were included in the A2 stratum of Qualis in effect until 2022. This direction stems from the impact and relevance existing in these journals reported by Saes, Mello and Sandes-Guimarães that identified the following journals with these parameters:**BAR** - Brazilian Administration Review; **BBR** - Brazilian Business Review; Cadernos Ebape.Br; Organizations & Society (**AXIS**); **RAC** - Contemporary Administration Magazine;**RAE** – Magazine of Business Administration;**RAP** – Brazilian Journal of Public Administration;**RAUSP** – Magazine of Administration of the University of São Paulo; It is, **RBGN** – Brazilian Magazine of Business Management[28].

Table 1. Representing the Selection Stages of Reports—Systematic Literature Review Protocol "RSL".

PROTOCOL	AIM
Research Question	What is the panorama of theoretical discussions about decolonialism in the field of Administration in Brazil?
Search Terms	"decolonial"**OR** "decoloniality"**OR** "decolonialismo" **OR** "peripheral contexts"**OR** "Southern epistemologies"**OR** "Sul-Sul"**OR** "On the global"**OR** "decoloniality" **OR** "decolonialism" **OR** "peripheral contexts" **OR** "epistemologies of the South" **OR** "South-South" **OR** "global South"
Database	Brazilian journals in the area of Administration, in Qualis A2 stratum in effect until 2022.
Period	Start: not delimited. End: 04/11/2022
Inclusion criteria	1. Theoretical essays that address decolonial aspects in Brazilian contexts.
	2. Publications in Portuguese or English.
Exclusion Criteria	1. Publications that do not have content available for reading and data analysis will not be selected.
	2. Publications of duplicate articles will not be selected.
	3. Lecture reports, editorials, workshops and seminars, book chapters, forums, incomplete documents, presentation slides, abstracts and the like will not be selected.
	4. Publications that are not theoretical essays will not be selected.
	5. Publications that do not make explicit the Brazilian context as an object of reflection will not be selected.
	6. Publications that do not meet the inclusion criteria will not be selected.
Extraction Data	1st Purpose of the study.
	2nd Decolonial aspects and justifications.
	3rd Addressed geographic context.
	4th Main conclusions.

Table 1: Representing the Selection Steps of the Reports Found in the Articles for Analysis and Data Extraction of a Systematic Literature Review Protocol, "RSL". Adapted by the Authors (De Oliveira et al., 2018).

The inclusion and exclusion criteria shown in Figure 2 followed the criterion of clarity and objectivity[26] determining which studies would be selected for further analysis. From the research protocol it is possible to start the data collection phase for the application of quantitative and qualitative methodologies.

In this study, the quantitative aspects result from the use of descriptive statistics that will allow evaluating the frequency of the collected data. With this, it will be possible to raise an overview of national production based

on previously established search elements. The qualitative aspects are linked to the interpretative analyzes addressed in the inclusion and exclusion criteria, as well as in the data that will be extracted. To accept publications based on the inclusion criteria, it is necessary to detect the decolonial aspects inserted in the text.

Once the research protocol has been established with specific criteria, it is possible to synthesize and analyze publications on a given phenomenon[29-30].

VI. Results

Survey of publications

The initial survey consisted of searching for publications on the specific pages of each journal. The searches were carried out individually for each term presented in the research protocol and occurred on April 11, 2022. In view of the 13 search terms presented in the protocol and the identification of nine journals with stratum A2 in Qualis in force until 2022, 117 searches were carried out . This amount was due to the impediment of using Boolean operators on the platforms of all journals. In order for the systematic search to be uniform, individual searches were carried out for each term in each journal.

Selection of Publications and Data Extraction

This step consisted of reading and meticulous analysis of the title, keywords and abstracts in order to identify which publications met the inclusion criteria and which did not meet any exclusion criteria. In this perspective, there is an understanding of the application of a qualitative approach, since identifying the inclusion criteria required interpreting the fields from the contextual analysis of the decolonial aspects inserted in the text.

Of the 37 initial publications, 15 were selected for the next stage. The 22 exclusions were due to 15 studies that were not theoretical; two were not theoretical and addressed contexts other than the Brazilian one; and five, despite being theoretical studies, did not specifically address the Brazilian context.

The selected publications went through the eligibility phase. There was a complete exploratory reading of the texts that aimed to extract the data listed in the research protocol. Furthermore, if in this phase any publication showed elements compatible with any of the exclusion criteria not detected in the previous phase, this publication would be excluded. This fact stems from the possibility that the initial analysis (title, abstract and keywords) did not present enough elements that would characterize its exclusion.

The in-depth reading of the 15 publications resulted in the exclusion of another six articles: two of them did not address colonial aspects and the other four did not deal directly with Brazil. Table 2 presents a summary of all steps performed in this RSL.

Table 2. Steps taken in this RSL.

STAGE	DESCRIPTION	NUMBER OF PUBLICATIONS
INITIAL SURVEY	INDIVIDUAL SEARCHES FOR THE TERMS LISTED IN THE RESEARCH PROTOCOL IN NATIONAL JOURNALS WITH A2 STRATEMENT IN QUALIS IN FORCE	**N=69**
EXCLUSION OF DUPLICATES N=32		
SELECTION OF PUBLICATIONS	READING THE TITLES, ABSTRACTS AND KEYWORDS TO IDENTIFY THE PUBLICATIONS THAT HAVE THE INCLUSION CRITERIA AND DO NOT HAVE THE EXCLUSION CRITERIA	**N=37**
EXCLUSION OF PUBLICATIONS THAT MEET THE EXCLUSION CRITERIA N=22		
ELIGIBILITY	DEEP READING OF THE PUBLICATIONS WITH THE PURPOSE OF IDENTIFYING EXCLUSION CRITERIA THAT WERE NOT EXPLAINED IN THE ABSTRACT, TITLE AND/OR KEYWORDS	**N=15**

EXCLUSION OF PUBLICATIONS THAT MEET THE EXCLUSION CRITERIA N=6		
DATA EXTRACTION	DATA EXTRACTION ACCORDING TO THE RESEARCH PROTOCOL	**N=9**
SELECTED ESTABLISHED STUDIES N=9		

Table 2: Representing the Steps of a Systematic Literature Review (SLR). Adapted by the Authors (De Oliveira et al., 2018)[40].

The searches resulted in 69 publications. Of this total, 32 were duplicates, as some results generated from different terms returned the same articles. Table 1 presents the websites and the results of the number of publications found.

Table 3: Initial survey of publications

NEWSPAPERS	ELECTRONIC SITE	AMOUNT
CADERNOS EBAPE.BR (**FGV**)	HTTP://BIBLIOTECADIGITAL.FGV.BR/OJS/INDEX.PHP/CADERNOSEBAPE/SEARCH/SEARCH	14
ORGANIZATIONS & SOCIETY	HTTPS://PORTALSEER.UFBA.BR/INDEX.PHP/REVISTAOES/SEARCH/SEARCH	6
RAE – BUSINESS ADMINISTRATION MAGAZINE	HTTPS://BIBLIOTECADIGITAL.FGV.BR/OJS/INDEX.PHP/RAE/SEARCH	6
RAC – CONTEMPORARY MANAGEMENT MAGAZINE	HTTPS://RAC.ANPAD.ORG.BR/INDEX.PHP/RAC/SEARCH/SEARCH	3
RAP – BRAZILIAN JOURNAL OF PUBLIC ADMINISTRATION	HTTP://BIBLIOTECADIGITAL.FGV.BR/OJS/INDEX.PHP/RAP/SEARCH	3
BBR – BRAZILIAN BUSINESS REVIEW	HTTP://WWW.BBRONLINE.COM.BR/INDEX.PHP/BBR/SEARCH/SEARCH	3
BAR – BRAZILIAN ADMINISTRATION REVIEW	HTTPS://BAR.ANPAD.ORG.BR/INDEX.PHP/BAR/SEARCH/SEARCH	1
RBGN – BRAZILIAN JOURNAL OF BUSINESS MANAGEMENT	HTTPS://RBGN.FECAP.BR/RBGN/SEARCH	1
RAUSP – SÃO PAULO UNIVERSITY MANAGEMENT MAGAZINE	HTTPS://WWW.REVISTAS.USP.BR/RAUSP/SEARCH/SEARCH	0
TOTAL		37

Table 3: Initial survey of publications. Adapted by the Authors (De Oliveira et al., 2018)[40].

Table 3 presents 37 publications as a result of searches by journal, demonstrating that the total result, disregarding duplicates. Two relevant observations must be considered: initially the**RBGN** it's at**RAUSP** did not get search results; The**RAE** submitted the same article twice with the same search term.

Due to the lack of search results in journals**RBGN** It is**RAUSP**, research with full string ("decolonial" OR "decoloniality" OR "decolonialism" OR "peripheral contexts" OR "Southern epistemologies" OR "South-South" OR "Global South" OR "decoloniality" OR "decolonialism" OR " peripheral contexts" OR "epistemologies of the South" OR "South-South" OR "global South") were applied to the Spell, Scielo, Scopus and Web of Science databases, according to the flowchart in Figure 2.
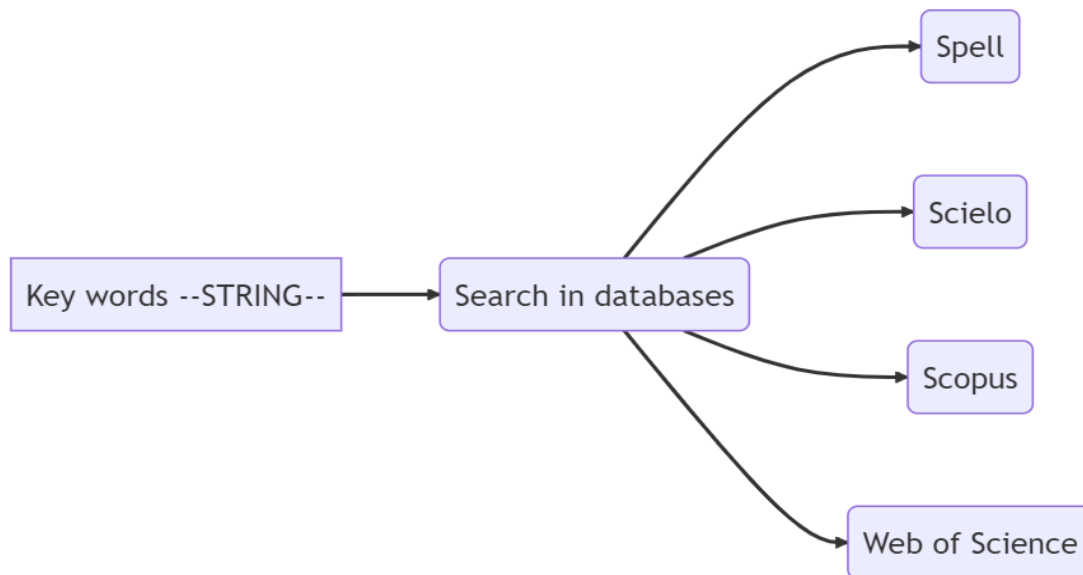
Figure 2: Flowchart representing the databases (**Spell, Scielo, Scopus and Web of Science**) used in the search for articles related to the terms "**decolonial**", "**decoloniality**", "**decolonialismo**", "**peripheral contexts**", "**southern epistemologies**", "**Sul-Sul**", "**On the global**", "**decoloniality**", "**decolonialism**", "**peripheral contexts**", "**epistemologies of the South**", "**South-South**" It is "**global South**", after the lack of results in the journals **RBGN** It is **RAUSP**.

Then, the results were analyzed from the filter that allowed selecting the journals. At that moment, a publication of the **RBGN** and none of **RAUSP**. The inclusion of the publication found in the initial survey was considered.

The second observation consists of the identification of duplicity in a publication that was initially listed as 2005 and 2016, however, both results opened the publication of the year 2016. Thus, it was decided to disregard the publication of 2005 that had the same authors and the same title. The only difference is that in 2005 the title was in Spanish and the 2016 title in Portuguese.

In view of the survey carried out, some information about the publications was extracted using a frequency analysis based on descriptive statistics, as shown in Figure 5.
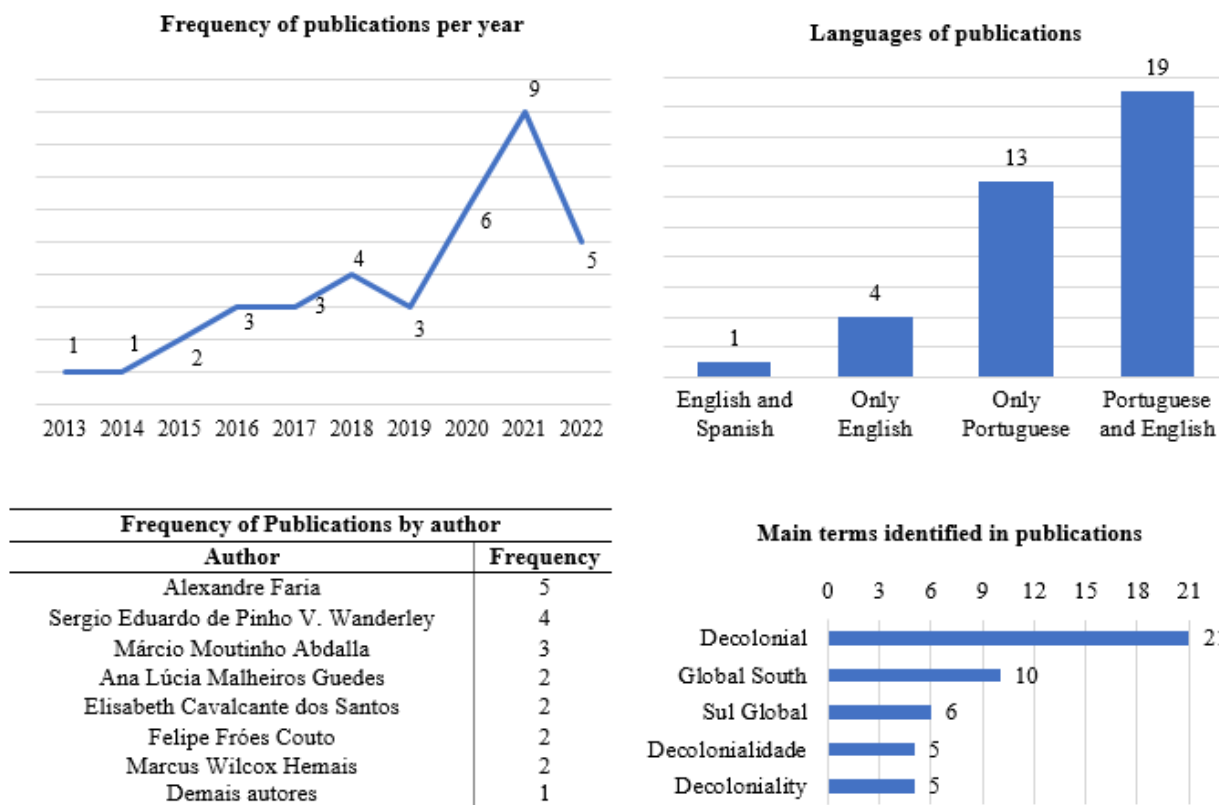
Frequency of publications per year

Languages of publications

Frequency of Publications by author	
Author	**Frequency**
Alexandre Faria	5
Sergio Eduardo de Pinho V. Wanderley	4
Márcio Moutinho Abdalla	3
Ana Lúcia Malheiros Guedes	2
Elisabeth Cavalcante dos Santos	2
Felipe Fróes Couto	2
Marcus Wilcox Hemais	2
Demais autores	1

Main terms identified in publications

Figure 3: Main information about the publications that make up the initial survey.
Source: Authors.

The elements listed in Figure 5 demonstrate an increase in the number of publications that use the terms specified in the protocol. As for the language of the publications, it is observed that approximately 51% (19) of them were available in Portuguese and in English, about 35% (13) in Portuguese only, around 11% (4) only in English and 3% (1) in Spanish and English.

Among the authors who most addressed the theme, Alexandre Faria stands out with five publications, corresponding to about 11% (5) of the total amount found. It is a representative number, considering that the search returned 79 different authors. This amount is related to the number of authors per article, since most articles had between two or three authors.

Figure 5 also demonstrates that most studies used the term decolonial (a cognate word, so its spelling is the same in English and Portuguese). After the initial survey and applied adjustments, there was the selection stage of the articles, from the application of the inclusion and exclusion criteria.

VII. Discussion

The starting point of the discussion is based on the initial data collected, since they offer considerable bibliometric content for possible reflections and inferences. In view of the 37 publications generated in the searches carried out, it is possible to observe a gradual growth of publications that used the terms listed in the research protocol. Despite being a little expressive growth, when analyzing general publications, this result can demonstrate the interest of journals in academic studies that address decolonial aspects, thus encouraging a greater debate in the scientific community.

Another point identified refers to the language of the texts of the initial survey, which showed favorable results. In this matter, language barriers are one of the limitations that hinder the dissemination of scientific production in Brazil[11]. Despite this, it is possible to observe a new perspective regarding the criticisms made in 2012 by the authors regarding the language of Brazilian publications in the area of management and organizations being in Portuguese and not reaching a wide dissemination. It was identified that almost 65% of the publications have an English language version. In fact, some articles dealing exclusively with the Brazilian context were published only in English. This fact was mainly due to the process of internationalization of science, which practically all journals adhere to.

All journals that were part of this study, with the exception of **RAE**, accept submissions in Portuguese and English, but have in their submission rules the obligation to send the version in English, in case the submitted proposal is not in that language. The acceptance of publications in Portuguese generates accessibility for national

researchers who have little familiarity with the English language. At the same time, the mandatory submission of the article in English creates the possibility of increasing the impact factor due to the use of the English language and transcending national studies to international contexts.

As for the results generated from the publications selected for data extraction, nine articles related to decolonial studies of Administration in Brazil were analyzed, in which it was possible to identify the direction of a common theoretical repertoire. All works criticize the hegemonic pressure that the knowledge production models of the global North continue to exert on Brazilian intellectual publications and the evident concern with the importation of theories to build a Brazilian administrative science. These data dialogue with the criticisms made by several authors who advocate the need to build new theoretical perspectives from the realities produced locally[9,10,11,14].

Among the decolonial aspects found, the appreciation of locally produced knowledge from reflections, knowledge and local production stands out. This indication corroborates the confrontation with imperialism that overshadows the potential of new theoretical propositions existing in regional practices.

With regard to the objectives of the selected publications, as shown in Table 4, it is possible to identify a convergence in the search for reflections and possible contributions to build new analytical and political horizons based on the Brazilian reality. However, it can be seen not only by the number of articles found, language and year of publication, that this criticism is still recent and occupies a marginal place in the country.[2]. The authors point out that it is necessary to build a transcosmopolitan research agenda in administration, promoting knowledge and practices in and from Brazil, which can recognize and solve problems based on critical intercultural dialogues, including emerging economies.

The authors cited in Table 4 are aligned with the arguments that justify their research in the quest to overcome epistemic impoverishment in the field of administration and the use of alternative epistemologies from a transcosmopolitan perspective. These propositions are supported by the transfer, diffusion and circulation of policies that go beyond the boundaries of local/global, national/international, or public policy/international relations[31], whether by the ecology of knowledge[15] in order to increase the possibilities of human experiences, social and other sources that lazy reason and modern science conceal[32]. Or, by criticizing the management fundamentalism imposed since the Cold War, reinforcing Eurocentric foundations in modern organizations to the detriment of family organizations[4].

With this, it is possible to identify a theorizing effort based on proposals, theoretical insights or even theories, although they are not yet recognized as such, not even in Brazil. Among the subaltern contributions by modernity in Latin America, the following works stand out: the Theory of Dependency, the Coloniality of Power, the Pedagogy of the Oppressed, Liberation Theology, Internal Coloniality, the concept of Border Thinking, the Philosophy of Liberation and the Non-Eurocentric Critique of Eurocentrism and various contributions by Alberto Guerreiro Ramos[2]. Given the absence of decolonial agendas, these contributions were not classified as theories, but rather as thoughts[2].

Table 4: Authors and their research on overcoming epistemic impoverishment in the field of administration and the use of alternative epistemologies from a transcosmopolitan perspective.

TITLES	AUTHORS	GOALS
Independence or North: reflections on the influence of foreignness in the field of knowledge of administration in Brazil	JUNCKLAUS, BINI AND MORETTO[32].	To present the contributions of the thought of the sociologist Boaventura de Sousa Santos in the field of epistemology and to dialogue with problems of science formation and administration teaching in Brazil, under the studies of Serva (1990; 1992), Vergara and Carvalho Jr. (1995), Vergara and Pinto (2001), Rodrigues and Carrieri (2001), Streck and Adams (2012) and Bertero*et al.* (2013)[32].
In defense of the decolonial option in administration/management	ABDALLA AND FARIA[2].	Propose the co-construction of a transcosmopolitan agenda - neither Eurocentric cosmopolitanism, nor regionalism, continentalism, or nationalism - in administration/management in (and from) Brazil, which promotes knowledge and practices informed by the decolonial option, as an alternative to the radicalization of poverty and geoepistemic inequality in rural areas[2].
Management fundamentalism meets decoloniality: strategically rethinking family organizations	FARIA AND WANDERLEY[4].	Decolonize the area of strategic management – more specifically, through an area of "strategy studies" that recognizes the strategic management of the geopolitics of knowledge in management – aiming to "strategically" demarginalize family organizations, in response to the

		recent colonizing "demarginalization" imposed by the strategic management area[4].
Interorganizational relations from the perspective of strategy as social practice	MOZZATO, GRZYBOVSKI AND FRITZ FILHO[33].	Reflect on interorganizational relationships (Rios) based on strategy as a social practice (EPS), contributing to the debate about the need to consider alternative rationalities to instrumental ones also in studies about interorganizational strategies[33].
Carmen Miranda: an embodied marketplace icon	OLIVEIRA[34].	Bringing together the concepts of iconicity and liminality to account for Carmen Miranda as a market icon who not only embodied the national myths of her time, but also continues to be employed in the current market for a variety of purposes.[34].
"Tupi, or not Tupi that is the question": amerindian perspectivism and organizational studies	WANDERLEY AND BAUER[35].	Discuss the possibilities that Viveiros de Castro's concept of Amerindian perspectivism offers to Organizational Studies[35].
Local development versus neoliberal globalization project: reflecting on market-oriented cities	ABDALLA AND FARIA[36].	Discuss what has been propagated and reproduced as local development, seeking to approach and understand the problems arising from this phenomenon, especially when highlighting the promotion of the formation of market-oriented cities[36].
Enrique Dussel and the philosophy of liberation in organization studies	COUTO AND CARRIERS[37].	Revisit, in a didactic and non-exhaustive way, the main ideas of Enrique Dussel and his Philosophy of Liberation, passing through the main concepts and categories elaborated by the author[37].
New frontiers and directions in policy transfer, diffusion and circulation research: agents, spaces, resistance, and translations	PORT OF OLIVEIRA AND PAL[31].	Address new avenues for future research, considering what needs to be better understood about the phenomenon of policy diffusion[31].

Table 4:*The authors cited in this table contribute to understanding and overcoming epistemic impoverishment in the field of administration, through the use of alternative epistemologies and a transcosmopolitan perspective.

The Philosophy of Liberation, another example of theoretical contribution from Latin America, allows the insertion of Latin America in the production of knowledge, focuses its problematizations in the field of local needs and solutions that meet the agendas presented by Latin America[37]. His criticism focuses on the ontological concept of domain and the myth of modernity, resulting in an apparent totality imposed by the vision of the countries of the North, without considering the realities of the colonized countries[37].

VIII. Conclusion

This article presents an overview of theoretical discussions on decolonialism that contemplate the Brazilian context and, at the same time, problematizes the role of Administration in the search for useful emancipatory practices for every field. Through the RSL technique applied in Brazilian journals with Qualis A2, it is discussed how national publications theorize about decolonial aspects from national contexts. From the established research protocol, it appears that the publications started from 2013 and since 2019 are growing.

The main results demonstrate how decolonial studies in Brazil have been articulated to offer critical perspectives on the organization of the world in which people were taught to live, based on north-centric categories. In dialogue with post-abyssal thinking and the ecology of knowledge, the sociology of absences and the sociology of emergence by Boaventura de Sousa Santos[5], dependency theory[39], Oswald de Andrade's "Anthropophagic Manifesto", the philosophy of liberation[38] and even the demonstration of Carmem Miranda incorporating transculturalism and hybridity in the Brazilian market[34], the articles emphasized the need to think about Brazil in conjunction with the Latin American reality. This demonstrates a plural intellectual movement that proposes multiple interpretations of the emancipatory struggles that have been carried out by different authors since 2013, to contest the formation of a hegemonic knowledge of administration.

Other results generated by RSL consist of the identification of new theoretical insights to strengthen this study. This result corroborates what was expected from the application of the technique[8,9,29]. The concerns generated by RSL resulted in proposals for future research that had as their starting point some gaps recognized in the literature and others as suggestions for continuing this study. Among them are:

▪ Add other terms (such as "coloniality", "colonial") to expand the results in the databases. This increase in terms makes it possible to identify other publications that may expand the panorama shown in this study.
▪ Expand the context beyond Brazil and analyze the Global South, generating comparative analyzes between countries.
▪ Approach decolonial methodological perspectives in the area of Management;
▪ Identify the convergences and divergences regarding the concepts used on decoloniality and which main thinkers were approached.
▪ Include articles in Spanish, since in the Global South, especially in Latin America, this language predominates.
▪ Analyze publications based on Brazilian social thinkers, identifying the application (or not) of decolonial aspects.
▪ Identify practical fields for application and expansion of the analysis of decolonial theoretical contributions that emerged in subalternized Latin America.

There is a long road ahead for Administration and organizational studies to be able to decolonize themselves in the production of knowledge[2]. It is hoped that this study can contribute to new researchers to better understand the need for a critical rupture with the neocolonial Euro-North American epistemes and to see in the local contexts, the so-called "peripheral" of Brazil, possibilities to theorize or create new theories respecting the epistemologies and other knowledge.

It is reiterated that Brazil is a vast territory that has several different realities from the global North, and often different from each other. Along with this, there is an epistemological field formed by singular and multiple subjects who form and build a reality that is little understood and studied in the scientific field. Theorizing about its objects, subjects and phenomena opposes the hegemonic imposition of science, emancipates, liberates and gives a new direction to the national scientific production in Administration. It is necessary to give a "South" to the theoretical process.

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