

DARK SIDE OF ORGANIZATIONAL LIFE: A BIBLIOMETRIC STUDY ON ORGANIZATIONAL MISBEHAVIOR

LADO ESCURO DA VIDA ORGANIZACIONAL: UM ESTUDO BIBLIOMÉTRICO SOBRE O MAU COMPORTAMENTO ORGANIZACIONAL

Flavia Czarneski

FURG - Universidade Federal do Rio Grande – RS

flavia.furg@gmail.com

Eduardo de Camargo Oliva

Universidade Municipal de São Caetano do Sul – SP – USCS

eduardo.oliva@prof.uscs.edu.br

Samuel Vinicius Bonato

FURG - Universidade Federal do Rio Grande – RS

svbonato@gmail.com

Submissão: 23/11/2020

Aprovação: 08/06/2021

ABSTRACT

The understanding the conduct (misbehaviors) committed in organizations has attracted over decades many debates and research. The study aims to characterize international publications that had addressed the ‘unethical shortcuts’ committed in/by organizations theme. This research is configured as an exploratory-descriptive study, and to clarify that, a systematic search was carried out on the *Web of Science* of keywords related to the theme, thereafter it was followed by bibliometric analysis. Therefore, it was used the VOSviewer software for data analysis and, the Iramuteq software for content analysis. 327 publications were found, and the international potential of the studies was verified as well, confirming that the research covered have a high degree of impact. The research presents some of the terms used in the theme; international journals, universities, and the most influential networks of quotation. Beyond that, the content analysis into identified 4 classes, called: unethical behavior, ethical dilemmas, research on ethics, and corporate crimes. The research has a gap in relation to research related to the factors that lead executives to commit this inappropriate behavior.

Keywords: *misbehavior*; unethical behavior; ethical dilemmas; corporate crimes

RESUMO

O entendimento da conduta (misbehaviors) cometida nas organizações tem atraído ao longo de décadas muitos debates e pesquisas. O estudo tem como objetivo caracterizar as publicações internacionais que abordaram o tema ‘atalhos antiéticos cometidos nas / pelas organizações’. Esta pesquisa configura-se como um estudo exploratório-descritivo, e para esclarecer que, foi realizada uma busca sistemática na Web of Science de palavras-chave relacionadas ao tema, a seguir foi seguida de análise bibliométrica. Para tanto, foi utilizado o

software VOSviewer para análise dos dados e, o software Iramuteq para análise de conteúdo. Foram encontradas 327 publicações e verificado o potencial internacional dos estudos, confirmando que as pesquisas abordadas têm alto grau de impacto. A pesquisa apresenta alguns dos termos utilizados no tema; periódicos internacionais, universidades e as redes de citações mais influentes. Além disso, a análise de conteúdo identificou 4 classes, chamadas: comportamento antiético, dilemas éticos, pesquisas sobre ética e crimes corporativos. A pesquisa apresenta uma lacuna em relação às pesquisas relacionadas aos fatores que levam os executivos a cometer esse comportamento inadequado.

Palavras-chave: mau comportamento; Comportamento antiético; dilemas éticos; crimes corporativos

1. Introduction

The growing interest in ethical issues is evident in almost all areas of knowledge (ALKHATIB, 2016; SAIGLE; RACINE, 2018; SANTOS et al., 2018), transposed in the research teaching of ethical issues and publishing, in scientific literature and even in the popular press, and also in the elaboration of ethical codes and the Constitution of committees (or committees) of ethics in various organizations (RAMACCIOTTI, 2007). So are the academic communities and companies, which have not escaped this trend, the result of various efforts at the level of the companies and society, but also of considerable theoretical development in the area of management (RAMACCIOTTI, 2007).

Ethics does not refer only to issues of the individual, who faces moral dilemmas in your life; it is related to a larger dimension, the organizational one, which causes an impact on your internal and external public, specifically the employees and society as a whole. Thus it has become the object of study in the field of organizational behavior (CARDOSO, 2000; SOLAS, 2016; MANNING, 2018). The discussion of ethics in organizations is no longer a fad in the face of the demands of a society that demands a posture that also aims at the citizen's well-being (CHAVES; BRITO, 2013; DIETZ; KLEINLOGEL, 2014; TWEEDIE et al., 2019).

In today's society, there are many problems caused by a lack of ethics, such as disrespect for the client, exploitation at work, and even profit's achievement at any cost. A succession of scandals in the Brazilian scenario has been characterized by a lack of ethics (FILGUEIRAS, 2008; SARAIVA et al., 2018), marked by the corrupt acts, the omission of facts, and alteration of the truth.

In this way, 'unethical shortcuts' have assumed a certain role in contemporary society, generating expectations and yearnings for justice. (LEE et al., 2017; SHKOLER; TZINER, 2017) In the last few decades, several cases exemplify the unethical business world, such as the scandals of Enron, Ford Motor Company, and Sears, which represent only a few of the first organizations. (AVEN, 2015) On a much larger scale than some predicted, large companies such as Apple, Volkswagen, and Walmart, also got involved in unethical issues (JANCSICS; JAVOR, 2012; LAND et al., 2014; STORY, 2018).

Brazil is no exception, as illustrated by the cases of companies involved in the Lava Jato's operation, in Mensalão, and Mariana's tragedy (MG) (STORY, 2018). In 2019, a new scandal in Brazil, the Brumadinho accident, is another tragic page of lack of ethics that, according to Oliveira (2019), is configured in the pursuit of easy profit and lack of vision of responsibility.

Unethical conduct at work has become common, and several studies can be found in the research bases. Studies can even unravel the reason for these behaviors. Studies in the area have identified causes related to individual characteristics - personality; interpersonal-

relationship with the leader or with co-workers; and organizational-failures in code of conduct and governance (EDWARDS et al., 2014; STORY, 2018). Also, several denominations are found in the literature with similar approaches: such as misbehavior (OLIVEIRA, 2015; SONG; HAN, 2017; BAMFO et al., 2018; HALL; MARTIN, 2019); ethical dilemmas (JENKINS, 2017; NESS; CONNELLY, 2017; SANTOS et al., 2018); unethical pro-organizational behavior (UPB) (UMPHRESS; et al., 2010), and even corporate crimes.

Many management studies have insufficiently explored the problems of behavior within organizations and should focus on alternatives to performance management by emphasizing ethics in service (GERRISH, 2015), or the lack of. However, although there are many studies and discussions of ethics in organizational studies, which tend to conceptualize ethical leadership in very broad terms, research on ethical leadership is scarce (DEMIRTAS, 2013). And yet, with respect to managerial practice, unethical behaviors have proven costly to organizations, especially those conducted on behalf of the organization, which are more likely to undermine stakeholders' organizational trust or even cause the collapse of an organization (CHEN et al., 2016).

Thus, the limited research and requirements for further clarification on the state of the art of research involving unethical behavior in organizations becomes pertinent as they are the sources of failure in the management process. In this way, the theme about misbehavior, named in this work as 'unethical shortcut' committed in and/or by organizations consists of a theme with different nomenclatures, but all under the look of attitudes that are reflected in standardized behaviors and determined by demands, and search for organizational results determined by ever-higher standards. Thus, the research problem is: how is the theme and networks of collaboration regarding 'unethical shortcuts' committed in organizations configured?

Given the above, the study characterizes the international publications that addressed the 'unethical shortcuts' committed in / by organizations, in the expectation of observing how this theme has been studied, what terms are used, in which international journals it is treated, and how the networks of quotation are configured.

It is not surprising that organizational motives and behaviors have a dark side, as theory and research on unethical behaviors have established the dark side of favoritism (CHEN et al., 2016). However, in view of the growing influence of work organizations on people's lives and their well-being, the contribution of the study is to explore how research related to these types of behaviors are doing, as they can lead organizations to negative outcomes, including social and moral risks.

The article is divided into 6 sections. Section 1 presents the theme, the research problem, and the proposed objective. In Section 2, we review the literature presenting a reflection on the theme in the field of organizational studies, as well as a synthesis of some terms that configure the theme. Then, Section 3 is devoted to methodological aspects and, in Section 4, presents the data found that are part of the discussion of the article. Key findings, limitations, contributions and future recommendations are part of Section 5. The article closes with the references.

2. About ethics and the absence of it

Ethics can be understood as a study or reflection of actions, customs, or behaviors (VALLS, 2000). In addition, it is directly linked to habits and Customs, which change according to time and location. In this way, can be considered that what is characterized as ethical today, may not be in the future, and yet what is considered ethical in one country may not be in another.

For individuals to have an ethical posture, it becomes necessary to have rules to be followed, representing a prescription of relations in the search for social order (EDWARDS et

al., 2014; HALL; MARTIN, 2019). Alves (2002) considers ethical rules only the ones which are resulting from interventions with the freedom to define what is right or wrong, in which society accepts to act in one or another way, where it has the autonomy to change the rules when it does not consider them consistent with its values, even if needs to face the power holders (family, political, religious, military, economic or other, including public opinion).

This ethical attitude is expected in different context areas of the individuals' lives, such as family and professional. And yet, disregarding these regulations generates penalties (JACOBS et al., 2014; DEN NIEUWENBOER et al., 2017). In the sense of regulating the actions in organizations, there is the organizational ethics that constitute a domain of knowledge of an interdisciplinary nature, based on the ethical dimension of the relations between companies and society, as well as on the relations between individuals in the organization, and them and their organizations (DE GEORGE, 1987; DIETZ; KLEINLOGEL, 2014).

Regarding the ethics matter (or the lack of it) in the preeminence of self-interest, Sung (1995), considers that the absence of ethics in the defense of self-interest may endanger the survival of the organization and, consequently, of the employment itself. On the other hand, some studies emphasize that the ethical company can have a benefit, as it strengthens the relationships between its employees, customers, shareholders, and other *stakeholders*, through appropriate conduct and, in this way, stimulating and strengthening the relationships of trust and mutual respect between the organization and its audiences (HARRIS; OGBONNA, 2013; HARRIS et al., 2016; ISMAIL; YUHANIS, 2018).

In turn, an organization's ethical values reflect the identity or common values of its members, and helps to establish and maintain standards that differentiate the right things to do from the wrong things to be done (ISMAIL; YUHANIS, 2018). Ethical values consist in the combination of the ethical values of individual managers and codes of formal and informal conduct, so ethical values can influence ethical behavior by shaping individual attitudes according to the desire of organizations, which in turn leads employees to behave ethically according to the rules and regulations of the organization (ASRAR-UL-HAQ et al., 2017).

Thus, the study of ethics becomes necessary in the face of the various misbehaviors that are seen in the business world (EDWARDS et al., 2014). This need is also perceived among executives who seek an opportunity to reflect on the conflicts that are present in their work routine (EDWARDS et al., 2014). One of these reflections consists in the fact that executives and employees come to sacrifice their personal values to the detriment of the demands of their superiors, often typifying themselves as manipulators and, even, healthy. To carry out their work, or even keep their job and salary, the individual (worker) sees himself/herself immersed in the system, without having his/her vision, accepting that the right for the organization is what his/her superior desires, adhering to loyalty to the organization as the only mission (SCHNATTERLY, 2003; SCHNATTERLY et al., 2018).

Among the unethical behaviors addressed in the research literature, some papers emphasized malicious behavior and abuse with co-workers (BEUGRÉ, 2010; BACILE; WOLTER; ALLEN; XU, 2018). This type of behavior is often even encouraged by corrupt organizations, Beugré (2010) considers that an organization can socialize newcomers in corrupt practices only when corruption is endemic and tolerated by the prevailing culture, in other words, perpetuated by the top management.

Research shows that employees often engage in unethical behaviors that aim to serve their organization's interests, such as: destroying incriminating files to protect an organization's reputation and/or disclosing exaggerated information to the public. This type of behavior has been called *unethical pro-organizational Behavior* (UPB), and it is performed in a discretionary manner, in other words, it is not ordered by a supervisor or part of a formal job description (UMPHRESS et al., 2010). The intention to benefit an organization distinguishes

the UPB from many other types of unethical work behavior, such as counterproductive or deviant behavior, that are performed with the intention of harming the organization and/or its members.

Zheng e Valentinov (2015), meanwhile, argue that examining ethical practices is important for large and small companies. However, according to the authors, a lot of existing research on ethical behavior tends to focus on large companies. However, ethical issues are not only considered in the economic and political scenario, but they have also been considered in the organizational context, which makes relevant the discussion on the promotion of ethics as a form of commitment and responsibility to society (SHEEP, 2006; BEN-HADOR, 2016).

Some studies address lawsuits involving unethical activities, such as fraud and corruption (ISMAIL; YUHANIS, 2018). Others emphasize unethical consumer behavior (BACILE et al., 2018; DAUNT; HARRIS et al., 2016). The literature also presents studies that unethical behaviors are driven by moral aspects and even the pursuit of profits (JAUERNIG; VALENTINOV, 2019).

Terrorism and organized crime are challenging issues for governments. In this context, the important factors for the effectiveness of public safety, the role of interorganizational trust between partner agencies, the leadership style that will most likely achieve high performance in public safety networks, the importance of convergence of objectives and organizational culture in the effectiveness of the network and finally, how the relationship between interorganizational trust, leadership style, the convergence of objectives and organizational culture affects the effectiveness of the network (KAPUCU; DEMIRHAN, 2017).

Another point that should be mentioned is the organizational information security issues and the exploration of the study of the dynamic theories of organizational culture and contingency to develop an implementable framework for information security systems in service organizations were the ethical dilemmas explored by Mubarak (2016). Unethical behaviors originate in organizations faced with various factors, many related to competitiveness, reflecting behaviors of people who intend to achieve the ends without worrying about the means used, leaving aside personal values and ethics, and also values such as cooperation, collaboration and solidarity.

3. Methodological Procedures

To address the problem of this research, the study is classified as exploratory-descriptive in order to describe how the theme – ‘unethical shortcuts’ committed in organizations - has been studied, what terms were used, what are the characteristics of the publications, how the collaboration networks are configured and how the themes are grouped.

As a research method, was used a systematic search in an *on-line* database, followed by a bibliometric analysis of the results. Bibliometry consists of a tool to analyze how disciplines evolve based on intellectual structure, social structure, and conceptual structure, according to reports by Zupic and Cater (2014). The authors also point out that bibliometric methods are considered complementary to traditional review methods.

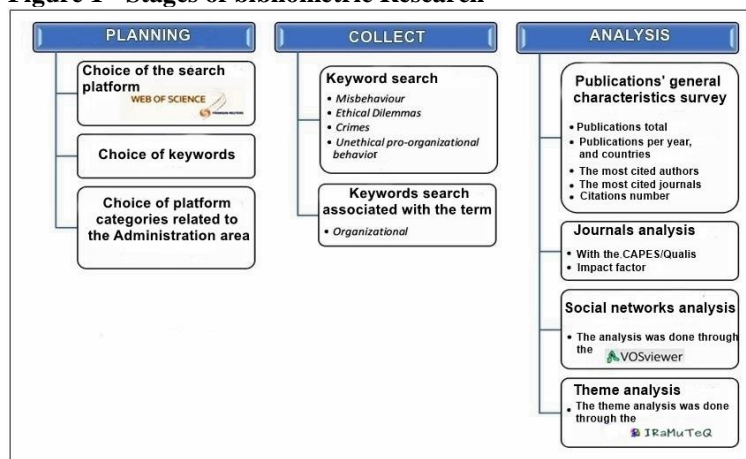
Through a bibliometric study, the researcher can have access to relevant data, such as; the number of production by region; temporality of publications; organization of research by area of knowledge; count of literature related to the study citation; identification of the impact factor of a scientific publication among others that contribute to the systematization of the research result and the minimization of the occurrence of bias when analyzing a certain topic (SANTOS; KOBASHI, 2009), which will contribute to the realization of its analysis. And also, the bibliometric is used to evaluate the performance of research and publication, as well as map the structure and dynamics of science (TSAY, 2008).

For the bibliometric analysis, the study was organized into three distinct stages: planning, collection, and result. These steps occurred in a convergent way to answer the guiding question of the study, namely: How is the theme and networks of collaboration regarding ‘unethical shortcuts’ committed in organizations configured?

Figure 1 shows the stages of the bibliometric study of this study. In the first stage – planning – the keywords were selected according to the theme involved in the study, the search platform, and the categories (areas) of classification.

The database chosen was the *web of Science* (WoS), of the *Institute for Scientific Information* (ISI). The *Web of Science* was chosen because it is characterized as a multidisciplinary database and indexes only the most cited journals in each area, standing out for its high level of evidence. It is configured as an index of citations on the *web*, which enables the analysis of the most performed citations and references used, and also presents a calculation of bibliometric indices and the percentage of self-citations (AVILA et al., 2014).

Figure 1 - Stages of bibliometric Research

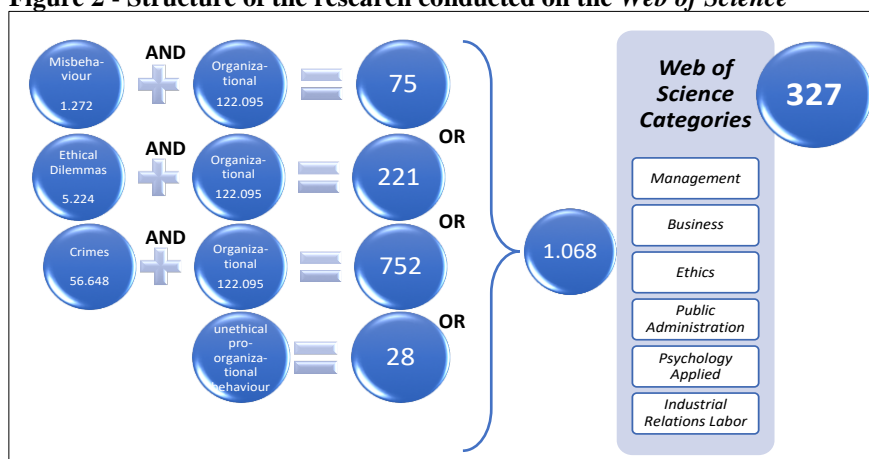


Source: Prepared by the authors

The keywords chosen were: (i) *misbehavior*; (ii) *ethical dilemmas*; (iii) *crimes*; (iv) *unethical pro-organizational behavior*. The data used for the analysis of this research were collected from the *Social Science Citation Index* (SSCI) and *Emerging Sources Citation Index* (ESCI) of the *Web of Science*.

In the second stage - collection - the terms were searched separately: *misbehavior*, *ethical dilemmas*, *crimes*, *organizational*, and *unethical pro-organizational behavior*. Afterward, the chosen words were combined with the word ‘*organizational*’, to ensure the connection of the words with the organizational area. There was no merge only in the last keyword (*unethical pro-organizational behavior*) because it already has the term in its structure. To conclude the survey, the four research sets were joined using the link ‘OR’, totaling 1,068 works. Another filter implemented was the choice of platform categories. The chosen categories were: *business*; *management*; *ethics*; *public administration*; *psychology applied* and; *industrial relations labor*, for being areas related to the theme organizations and/or organizational behaviors. After applying the filters, the present research was configured with the analysis of 327 works. Figure 2 shows the collection stage, with the number of articles found in each search.

Figure 2 - Structure of the research conducted on the Web of Science



Source: Prepared by the authors

The third stage - analysis - were surveyed the general characteristics of the publications, as the total of publications; year; countries; most cited authors; most-cited journals and the number of citations. In addition, the most cited journals were classified under the 'Qualis CAPES Platform', which consists of the classification of national and international journals published by the Coordination for the Improvement of Higher Education Personnel (CAPES), which represent the intellectual production of graduate programs. undergraduate students from all areas of knowledge. The objective of this classification, called Qualis, is to improve the evaluation processes of the Postgraduate Programs *stricto sensu* (master and PhD), considering the quality of the intellectual production of teachers and researchers (CARVALHO, 2017).

Moreover, the Impact Factor (IF) of the journals was raised, which consists of one of the bibliometric instruments that measure the scientific production of the authors, the quality of publications and classifying scientific journals included in ISI's *Journal Citation Reports* (JCR) (RUIZ et al., 2009).

For the analysis of social networks, the VOSviewer software was used, which represents a tool focused on the visualization and construction of bibliometric maps, which can be created from network data and from different perspectives, such as publications, authors, keyword Maps, the co-occurrence of citations, among others (RUAS; PEREIRA, 2014).

And for thematic analysis, the Iramuteq software, which, according to Souza (2018) was developed in the *Python* language and uses functionalities provided by the statistical software R. Iramuteq consists of free *software* that allows general text analysis to be carried out, bringing lexographics information; generates basic statistical analyzes, such as: frequency and number of words; and other more advanced functions, such as: Correspondence Factor Analysis (CFA), Descending Hierarchical Classification (DHC) (SILVA, 2018). These functions were used in this study to support content analysis.

Content analysis, according to Bardin (2006), consists of a set of techniques for communication analysis, and has systematic procedures for describing the content of messages. Its intention is directed towards the inference of the contents of the communications, clarifying their explicit or hidden meanings.

4. Presentation and data analysis

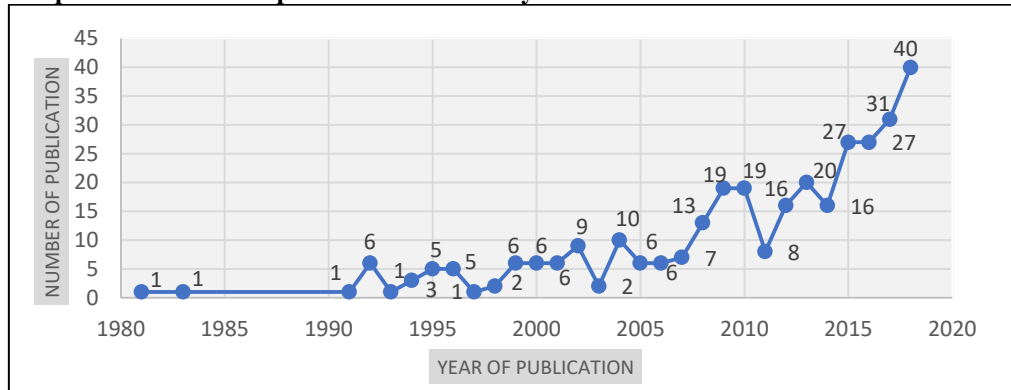
The research identified 327 publications according to the criteria established in Chapter 3. No time period was determined for the analysis, considering, in this way, all the materials stored in the *Web of Science database* (Wos). The total number of authors found

was 672, affiliated in 460 institutions, spread in 45 countries, and 127 journals. The details of the data found in the research are presented below, according to the objectives proposed in the article.

4.1 Number of publications per year, and most cited articles

Graphic 1 shows the distribution of the number of publications over the years. It should be noted that the quantity of the year 2019 (7 publications) was withdrawn, to consider only the completed years.

Graphic 1 - Number of publications over the years



Source: Research data

Graphic 1 shows the growth in the number of publications on the subject ‘unethical organizational shortcuts’. When considering the publications from the year 2010, 204 publications (63.75% of the publications – not considering the year 2019) are identified; and 141 publications only in the last 5 years (44.06%). Given the quantity presented, the most cited articles are presented in Table 1. And Table 2 shows the 10 most cited articles in the last 5 years analyzed. It should be noted that the sum of the number of citations totaled 7,094, among them, 6,844 articles without self-quotes.

Table 1 - The 10 most cited articles

N	Articles	Quotes
1	<i>The dynamics of proactivity at work</i> (GRANT; ASHFORD, 2008)	503
2	<i>Neutralization: new insights into the problem of employee information systems security policy violations</i> (SIPONEN; VANCE, 2010)	259
3	<i>Nurse moral distress: a proposed theory and research agenda</i> (CORLEY, 2002)	232
4	<i>The IT way of loafing on the job: cyberloafing, neutralizing and organizational justice</i> (LIM, 2002)	216
5	<i>Misbehavior in organizations: a motivational framework</i> (VARDI; WIENER, 1996)	159
6	<i>Managing Social-Business Tensions: a review and research Agenda for Social Enterprise</i> (SMITH et al., 2013)	154
7	<i>Corrupt organizations or organizations of corrupt individuals? Two types of organization-level corruption</i> (PINTO et al., 2008)	151
8	<i>The effect of organizational culture and ethical orientation on accountants' ethical judgments</i> (DOUGLAS et al., 2001)	133
9	<i>The effects of organizational and ethical climates on misconduct at work</i> (VARDI, 2001)	133
10	<i>Nurses' moral sensitivity and hospital ethical climate: a literature review</i> (SCHLUTER et al., 2008)	128

Source: Research data

Table 2 - The 10 most cited articles in the last 5 years analyzed (2015 to 2019)

N	Articles	Quotes
1	<i>The impact of performance management on performance in public organizations: a meta-analysis</i> (GERRISH, 2015)	47
2	<i>Moralized leadership: the construction and consequences of ethical leader perceptions</i> (FEHR et al., 2015)	25
3	<i>Why do adults engage in cyberbullying on social media? an integration of online disinhibition and deindividuation effects with the social structure and social learning model</i> (LOWRY et al., 2016)	19
4	<i>Ethical leadership influence at organizations: evidence from the field</i> (DEMIRTAS, 2013)	18
5	<i>Editorial: evidence on questionable research practices: the good, the bad, and the ugly</i> (BANKS et al., 2016)	17

6	<i>Relaxing moral reasoning to win</i> (CHEN et al., 2016)	14
7	<i>Representative bureaucracy, organizational integrity, and citizen coproduction: does an increase in police ethnic representativeness reduce crime?</i> (HONG, 2015)	14
8	<i>Whistle-blowing: individual and organizational determinants of the decision to report wrongdoing in the federal government</i> (LAVENA, 2014)	14
9	<i>Cleaning house: the impact of IT monitoring on employee theft and productivity</i> (PIERCE et al., 2015)	14
10	<i>To nurture or groom? the parent-founder succession dilemma</i> (MCMULLEN; WARNICK, 2015)	14

Source: Research data

Among the most cited articles in the last five years, the theme ‘unethical shortcuts’ is treated in different views. McMullen and Warnick (2015) addressed ethical aspects and their conflicts in family succession, highlighting the problem of the situation where the child has different plans than the parent/founder. For the authors, future research may wish to empirically test the relationships between the ethical aspects of family succession and the needs for competence and autonomy and the need for relationships.

Pierce et al. (2015), meanwhile, examined how investments in information technology-based employee monitoring impact both misconduct and productivity. The observed productivity outcomes represent substantial financial benefits for both companies and legitimate employee earnings. As for employee misconduct outcomes, the authors analyzed that it is not only a function of individual differences in ethics or morality but can also be influenced by managerial policies that can benefit both firms and employees. Furthermore, monitoring unethical actions, such as theft, can improve productivity through perceptions of greater fairness among honest employees and broader perceptions of greater managerial oversight. Although there is a large literature on corruption, but direct behavioral evidence on the illicit behavior of individual employees is rare in the economics, management, and operations literatures (PIERCE et al., 2015).

Lavena (2014), meanwhile, presented a logistic regression analysis, the results of which suggest that although reporting unethical acts is a rare event, its likelihood is positively associated with norm-based work motives, but negatively associated with various indicators of organizational culture, such as perceptions of respect, cooperation, and flexibility in the work environment, and fair treatment and trust in supervisors. This indicates, according to the authors, that individual intrinsic motives, along with organizational culture and leadership, should be taken into consideration when developing and sustaining policies to promote ethical behavior and responsible service, and there should be more research in the area, as understanding why public employees report is important because public employees have an ethical responsibility to serve the public interest and are obligated to behave according to certain values and norms that guide administrative action.

According to Chen et al. (2016), a growing number of organizational scholars have begun to systematically investigate and theorize the phenomenon of unethical pro-organizational behavior. The authors consider that there is an emerging field of business ethics research that focuses directly on the moral challenges of positive constructs, including beliefs, values, and behaviors, traditionally considered purely prosocial and altruistic.

This emerging literature greatly expands research on business ethics, not only by increasing the understanding of the antecedents of unethical behavior, but also by broadening the theoretical perspectives for understanding such behavior.

4.2 The most influential journals

The ‘CAPES Qualis’ consists of the procedures used by CAPES (Coordination of Improvement of higher-level personnel) to analyze the quality of intellectual production of graduate programs in Brazil. To this end, it considers the publication of articles in scientific journals, of teachers affiliated to Brazilian Higher Education Institutions (IES) (SIBi / USP, 2019). The ‘Qualis CAPES Platform’ assesses the quality of articles through an analysis of

the quality of scientific journals. The CAPES coordinators, professionals appointed by their peers, analyze journals for a period of three years in forty-nine areas of knowledge, stratifying them into quality indicators: A₁, the highest; A₂; B₁; B₂; B₃; B₄; B₅; C (SIBi/USP, 2019).

Since 1972, the JCR publishes the impact factor of scientific journals indexed in the ISI. IF or *Impact Factor* (IF), as originally named, consists of a metric whose purpose is to evaluate scientific journals by counting their citations. In Brazil, the ‘Qualis CAPES Platform’ uses this tool for its analyses (Pinto, 1999). The IF reveals the number of citations published in a given periodical and in the other indexed periodicals.

The most productive journals in the topic studied are *Research in Organizational Behavior*, and *Management Information Systems Quarterly (MIS Quarterly)*, although both journals only have 3 articles in front of the sample found (327 publications). The number of citations of their articles makes them more influential (Table 3). It also presents the classification of these journals with ‘Qualis CAPES Platform’, in the evaluation area ‘Public and Business Administration, Accounting and Tourism’ and the IF of each one.

In the sample found, 73 publications were published in the *Journal of Business Ethics*. However, adding up the citations of its articles, it comes to a total of 1,986 citations, but an average of citations of 27.21. On the other hand, the *Research in Organizational Behavior* presented only 3 publications, but the sum of citations in its articles totals 559, with an average of citations of 186.33, which makes it the most influential journal on the subject. It is worth mentioning that the most cited article (*The dynamics of proactivity at work*, by Grant; Ashford, 2008), with 503 citations, is a publication of *Research in Organizational Behavior*. This article contributed to making the Journal the most influential.

Table 3 - The 10 most influential journals

N	Periodicals	Qty.	Quotes quantity	Average Quotes	Qualis	Impact factor
1	<i>Research in Organizational Behavior</i> (ISSN: 0191-3085)	3	559	186.33	--	3.238
2	<i>Management Information Systems Quarterly</i> (ISSN: 0276-7783)	3	423	141.00	A ₁	5.430
3	<i>Business Ethics Quarterly</i> (ISSN: 1052-150x)	4	221	55.25	--	1.735
4	<i>Academy of Management Review</i> (ISSN: 0170-8406)	5	240	48.00	--	8.855
5	<i>Nursing Ethics</i> (ISSN: 0969-7330)	10	479	47.90	--	1.876
6	<i>Organization Science</i> (ISSN: 1047-7039)	9	427	47.44	--	3.027
7	<i>Journal of Applied Psychology</i> (ISSN: 0021-9010)	3	136	45.33	--	4.643
8	<i>Human Relations</i> (ISSN: 0018-7267)	3	102	34.00	A ₁	3.043
9	<i>Journal of Business Ethics</i> (ISSN: 0167-45440)	73	1.986	27.21	A ₁	2.917
10	<i>Organization Studies</i> (ISSN: 0170-8406)	8	192	24.00	A ₁	3.133

Source: Research data

It is also noteworthy that the journal *Research in Organizational Behavior* does not count on the ‘Qualis CAPES Platform’ in the surveyed assessment area. The journal *Academy of Management Review* also stands out, placed as the fourth-placed among the most influential, does not appear in the ‘Qualis CAPES Platform’ as well, and it has an IF of 8,855. And yet, all the journals corrected in Table 2 and which are listed in the ‘Qualis CAPES Platform’, are classified as A₁, which represents a high-quality indicator.

4.3 Authors’ co-citation analysis

The data referring to the co-citations of strongest authors reflect the formation of four clusters, namely: blue, green, red, and yellow, as shown in Graphic 3, which presents the data from the analysis of 12,536 authors, totaling a network of 51 authors.

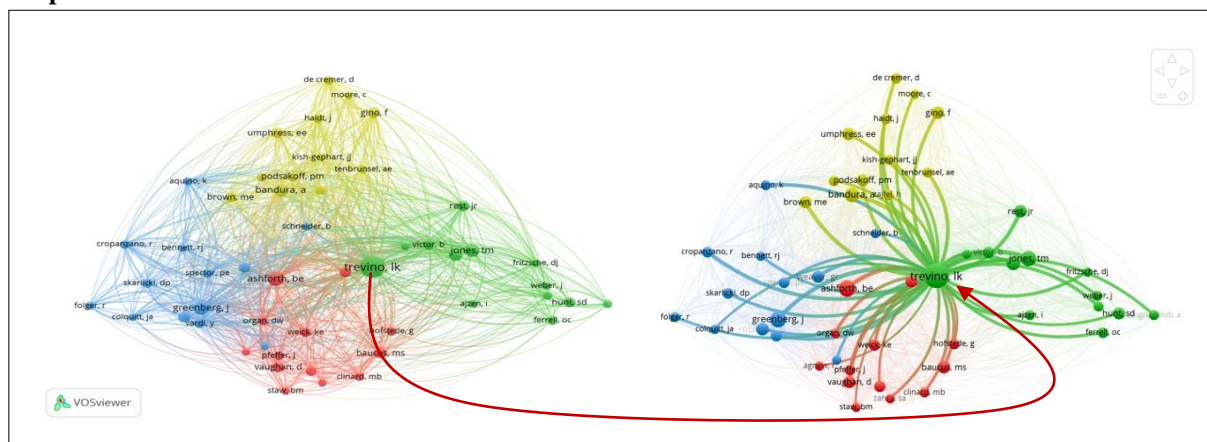
In the *green cluster*, the big highlight is Treviño, Lk., with 162 co-citations and is related to all other clusters. The subject discussed in the articles refers to moral standards by employees such as greed, corruption, anti-social behavior and the abuse of company assets for personal enrichment and even approaches of blatant disrespect for the organization’s moral codes (TREVIÑO; WEAVER, 2003; TREVIÑO; BROWN, 2005; TREVIÑO et al., 2006)

For Treviño and Weaver (2003), ethical culture can be defined as those aspects of the organizational context that impede unethical conduct and promote ethical conduct. From a scientific, managerial and legal perspective the question arises as to whether ethics programs and ethical culture are empirically related to each other. Empirical studies show that there is indeed a positive relationship between ethics incentive programs and the ethical culture of organizations (TREVINO; WEAVER, 2003).

A possible explanation for this finding could be that employees perceive the presence of an organizational ethics as signifying incompetence on the part of supervisors to handle ethics issues. Or the presence of an organizational ethics may foster suspicion of unfairness (TREVINO; WEAVER, 2003) among employees who then project these feelings on their supervisor. It could also be that supervisors perceive an organizational ethics as a threat to their authority or as a way to shift their responsibility for ethics management, leading to a decline in their demonstration of a commitment to ethics.

In the *blue cluster*, a highlight is Greenberg (1986; 2002). The result of his study provides empirical support for several theoretical conceptualizations of procedural justice that have postulated the importance of various determinants of fair procedures. Greenberg (2002) examines one personal variable and two different types of situational variables whose relationship to unethical behavior have solid conceptual and empirical bases. In his research on ‘unethical shortcuts’, the author dealt with employee theft. According to the author, individually, theft was greater: among employees with lower moral development than among those with higher moral development; within the office that had no ethical program than within the office that had an ethical program.

Graphic 3 - Social networks between authors' co-citations



Source: Survey data (VOSviewer)

In the *red cluster*, a highlight is authors Ashforth e Anand (2003). The authors address organizational corruption, and emphasize how corruption becomes normalized, embedded in the organization such that it is more or less taken for granted and perpetuated. The model presented by the authors helps explain how otherwise morally upright individuals can routinely engage in corruption without experiencing conflict, how corruption can persist despite the turnover of its initial practitioners, how seemingly rational organizations can engage in suicidal corruption and how an emphasis on the individual as evildoer misses the point that systems and individuals are mutually reinforcing.

In the *yellow cluster*, one of the highlights is Umphress; Bingham e Mitchell (2010). The authors examined the relationship between organizational identification and unethical pro-organizational behavior (UPB), that is an unethical behavior conducted by employees to potentially benefit the organization. Related to the dark side of organizational identification, the authors found that organizational identification can encourage UPB when employees also

hold strong positive beliefs of reciprocity. In doing so, decision makers should be aware of the potential unethical consequences of these often constructive variables.

The great contribution of, Treviño et al. (2003) found that ethical leaders set standards, performance evaluation, and rewards and punishments to honor followers for ethical conduct

4.4 Content analysis

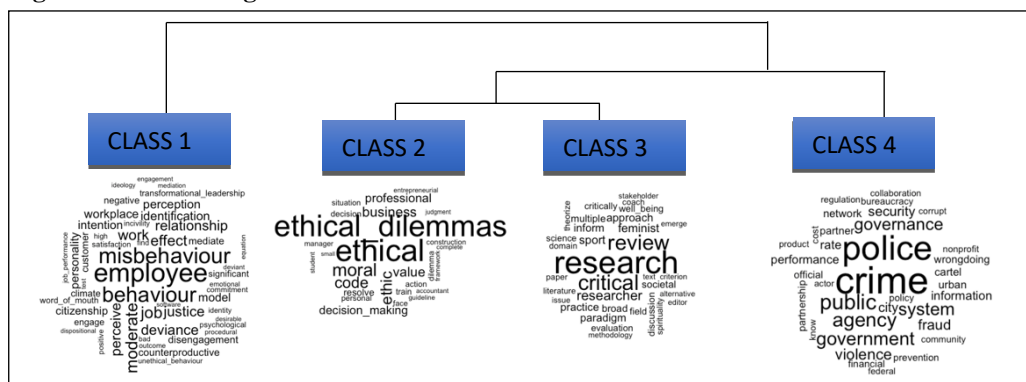
In Brazil, Iramuteq possibilities of qualitative data analysis, since it provides opportunities for various forms of statistical analysis of texts, conceived from interviews and other documents (SOUZA, 2018). At this work, Iramuteq software was used to assist in coding and categorization for content analysis. Through Iramuteq it was possible to quickly locate the entire text segment (TS) used in qualitative writing, as defined: titles, abstracts, keywords, and *Keywords plus®*. The textual analysis of the research occurred through the Descending Hierarchical Classification (DHC), which segments the texts and classifies them according to the vocabularies that are presented in a majority form. This analysis allows the Association of each TS and allows the grouping of statistically significant words, generating a basis for the qualitative analysis of the data, that is, each of the publications found in the WoS consists here as an Initial Context Unit (ICU). The TS that makes up each class is obtained from the ICU and have a similar vocabulary.

For this purpose, the database was initially prepared, in other words, the TS's clusters were grouped in a single file, separated by a command line, comprising only one variable (n), that was chosen according to the number given to each publication (**** *art_001, * * * * n_002 up to **** *n_327). After reviewing file, correcting typing and punctuation errors, uniformity of acronyms, and the combination of compound words, the data were inserted.

The general *corpus* is structured by 327 texts that resulted in 1,820 text segments (TS's), using 1,641 TS's (90.16%). 62,781 occurrences (words, forms, or words) emerged 5,223 distinct words and 498 with a single occurrence. The utilization rate of 90.16% is reliable because, according to Camargo; Justo (2013), DHC analysis requires minimum retention of 75% of the text segments to be useful for the classification of textual material. The authors point out that some authors consider the possibility of considering the use of 70% of the text segments.

The DHC, after processing and grouping the occurrences of words, generates a dendrogram of the classes, which the *corpus* was divided into two *subcorpus*. Each class is computed with a list of words generated from the chi-square test (χ^2) (5,16). Figure 3, adapted from the dendrogram generated by Iramuteq, presents the classes, demonstrating the Associated between them and a word cloud formed with the 20 most frequent words in each class.

Figure 3 - Descending hierarchical classification classes



Source: research data (adapted from Iramuteq)

After the organization and processing of the data, the content analysis of the 4 classes provided by the software was started. First, the TS's were read exhaustively to understand and name each class. Next, the most representative articles in each class were read to extract the studied themes.

Class 1, called 'unethical behavior', addresses works with empirical and theoretical contributions regarding the potentially unethical nature of some pro-organizational behaviors. Studies have explored the effects on unethical malicious behaviors, such as abuse of co-workers and conflict, even involving customer relationships (BEUGRÉ, 2010; BACILE et al., 2018).

Beugré (2010) believes that when organizations are corrupt, they tend to socialize newcomers to this practice, perpetuating corruption. This socialization in corruption refers to the process by which systems teach newcomers to accept and execute corrupt practices. In his article, Beugré (2010) assumes that people try to govern their own personal conduct and that of others, based on moral responsibility. The author also focuses on reports related to organizational justice as a way to explain corruption.

Ismail; Yuhani (2018) address recent legal proceedings involving unethical activities, such as fraud and corruption in the public sector, and point out that the spotlight has even highlighted public sector auditors from developed countries, such as the United Kingdom and the United States. In this way, the unethical practices of public auditors can erode the confidence of the government and the entire public service. The need for highly ethical auditors in the public sector generates the need to investigate the factors that can contribute to the ethical conduct of work.

Other authors, such as Bacile et al. (2018) address unethical consumer behaviors, examining phenomena about consumer behavior in relation to complaints, what they called 'incivility'. The same issue is addressed in the work of Daunt; Harris (2012) and Harris et al. (2016), which also address customer antithetical behavior.

Class 2, called 'ethical dilemmas', presents research in which organizational ethics is the key theme Addressing the values and culture of companies. The focus is on negotiation and relationships between employer and employees, involving human interactions and Individual Differences in terms of organizational value system priorities that condition the moral judgment of ethically ambiguous administrative practices.

Alkhatib (2016) presents a framework for ethical judgment when dealing with ethical dilemmas in the construction industry. For the author, ethical dilemmas are complex and ethical judgment, along with the decision-making process, can be ambiguous and difficult. Therefore, ethical or moral judgment can be seen as a motivational force designed to stimulate trends in action in a certain direction or provide justification for the next course of action. Ethical judgment, for the author, involves a combination of knowledge of the profession and ethics, rationality and objectivity, and the personal virtuous character that would lead to the fulfillment of the spirit of ethical standards. The work presented in this article proposes a two-dimensional framework for ethical (descriptive) and moral (normative) judgments about perceived behavior in the construction industry.

Jauernig e Valentinov (2019) consider that ethical approaches are driven by moral motives and provide for social responsibilities beyond compliance with the law, while instrumental approaches are driven by the pursuit of profits, and Corporate Social Responsibility (CSR) is therefore seen as a business case. If CSR is ethically motivated, it is likely to be difficult to reconcile the pressures imposed by the market economy. On the other hand, if CSR is motivated in the name of the self-interest of companies, then its moral status cannot differ from that arising from their business.

Zheng e Valentinov (2015) the focus of their study was to investigate the exposure of small business owners/managers to unethical behaviors and examine the influence of unethical exposure on organizational intent to implement ethical policies and practices.

Class 3, called 'research on ethics', presents discussions on ethics in different contexts, addressing in general analyses, often only theoretical, of ethical and unethical behavior in organizations, related to both the political and economic sectors.

Sheep's (2006) work addressed the question of whether organizations would be more productive and innovative, and individuals could live more satisfactorily if they were closely linked to their work, co-workers and the workplace. Thus, the author emphasizes in his study spirituality in the workplace. For the author, though the relationship between business ethics and spirituality in the workplace has been introduced in the literature, there is still much to be theorized and explained about how ethical questions and dilemmas can arise in the theory and practice of spirituality at work.

Paul; Borton's (2017) work clarifies the proliferation of practices and contexts, combined with the growing need for organizations that practice 'restorative justice' to demonstrate their responsibility, legitimacy, relevance, and effectiveness in ethical work. The objective of the work, in addition to presenting literature on the definition and evaluation of the term 'restorative justice', the authors present a discussion towards a constitutive model of 'restorative justice' that focuses attention on how people define, practice and evaluate 'restorative justice' in their work environments.

Jain (2017) proposes to explore the nature of the dilemmas that emerge in the theoretical and practical interfaces of ethnographic fieldwork and feminist defense. The research seeks to shed light on the ethical dilemmas faced by female professionals. Butler (2017) highlights the possible implications and non-implications for leadership development and organization of a systematic review of empirical developments in organizational cognitive neuroscience

Ben-Hador's (2016) research examines whether the executive *coaching* process is a performance evaluation tool and how this process is grounded and carried out. The study explores the perceptions on the subject of trained executives and representatives of the organization (directors and Human Resources personnel) and deciphers the power relations that are hidden behind this process.

Class 4, called 'Corporate Crimes', consists of complex studies, as there is controversy regarding the definition and perspectives for analyzing this topic. Corporate crime, different from the legal nature, addresses not only facts and acts that violate the laws in force, but also considers civil and administrative violations, in other words, it encompasses considerations about unethical organizational conduct, affecting various stakeholders.

Several studies, belonging to this class, portray this aspect. The screening of individuals for hidden information is the result of the competence of professional interrogators investigating crimes. However, the ability to detect when a person is hiding important information would be of great value in many other applications, if the results could be obtained reliably using an automated and fast interview system. This ideal has been frustrated by practical limitations and inadequate scientific control in current interview systems (TWYMAN et al., 2014). The study of Twyman et al., (2014) it proposes a system designed to detect the purposely hidden information of individuals on the topics of interest, which may be: knowledge of hidden weapons, privacy violations, fraudulent organizational behavior, violations of organizational security policy, unethical behavioral intentions, internal organizational threats, and/or leakage of sensitive information.

The technology is widespread in current police practices and has existed for a long time. A myriad of other technological solutions occupies a central place in security management. But before the efficient use of technology can be done, it is necessary to

confront a number of challenges related to the organizational structures that will be used to manage them; to their technical capabilities and expectations; and to evaluate the positive and negative external factors at the intersection between technology, society, and management. Clavell's (2018) work contributes to this discussion by examining the dynamics that drive technological absorption in the field of security, the different theories that support the relationship between crime and space, and the issues related to organizational constraints, technological possibilities, and social impact.

An understanding of how managers can use Routines as tools to induce their subordinates to engage in widespread unethical behavior was addressed by Den Nieuwenboer et al. (2017). The authors conducted a 15-month Ethnography in an office sales unit at a large telecommunications company and found that middle-level managers forced their subordinates to deceive senior management about the performance of the unit. Based on these findings they proposed that managers engaged in a process they labeled 'routine corrupt translation', respond to performance hurdles by identifying and exploiting structural vulnerabilities to generate and hide misleading performance.

5. Final Considerations

The focus of the work was to promote a reflection on the 'unethical shortcuts' committed in/by organizations. For this, it was conducted a research in WoS using keywords related to the theme, to analyze how it is being studied. The research provided knowledge of some of the various terms used for the subject. It was possible to notice that the articles are related to research on ethics, ethical dilemmas, unethical behavior assumed by employees and employers and corporate crimes. All these terms refer to organizational misbehavior.

Given the data collected, it can be seen that publications on this theme have been growing over the years and, since 2010, have intensified. The United States of America is the country that most develops research on the subject, with a quantity much higher than the country ranked second-England.

The most cited article – *the dynamics of proactivity at work*, by Grant; Ashford, 2008 – in the analysis conducted, with 503 citations, is a publication of *Research in Organizational Behavior*, and has a significant influence to make the Journal the most influential on the topic. It was also carried out a survey of the classification of these journals with the 'Qualis CAPES Platform', and also their impact factor, identifying that the most influential journals, when belonging to the 'Qualis CAPES Platform', are classified as A₁.

With the use of VOSviewer software, it can identify the authors who are cited jointly in the scientific production of the area, for this was taken into consideration authors with at least 20 citations, finding a network formed by 51 authors and the formation of 4 clusters.

The Iramuteq software was used to analyze the content, which helped in the coding and organization of the data to perform a content analysis. The software grouped the 327 publications found by categories and helped in the understanding of the researched thermologies. The classes presented to distinguish the publications in: research involving ethics; ethical dilemmas faced by *stakeholders*; unethical behaviors, and corporate crimes; configuring the theme and identifying research collaboration networks.

It is worth noting that several were the types of 'unethical shortcuts' found in the literature, some authors emphasized malicious behavior and abuse with co-workers (BEUGRÉ, 2010; BACILE et al., 2018). Unethical acts are positively associated with norm-based work motives and negatively associated with indicators of organizational culture (LAVENA, 2014).

Many studies have related the issue to fraud and corruption (ASHFORTH; ANAND, 2003; BACILE et al., 2018; DAUNT; HARRIS et al., 2016; ISMAIL; YUHANIS, 2018). The literature has also presented studies on unethical behavior related to moral aspects and profit

seeking (JAUERNIG; VALENTINOV, 2019). Relationship to conflicts in family succession (ALKHATIB, 2016; McMULLEN; WARNICK, 2015). Information security is also addressed as an ethical dilemma, pointed out in the literature (Clavell, 2018; Jain, 2017; MUBARAK, 2016; PIERCE et al., 2015).

The researched works presented various reasons why workers engage in unethical behavior, such as: destroying incriminating files to protect an organization's reputation, called Pro-Organizational Unethical Behavior (UMPHRESS et al., 2010). The authors examined the relationship between organizational identification and unethical Pro-Organizational Behavior (UPB). Studies presenting a discussion on promoting ethics as a form of commitment and responsibility to society (Ovin, 2006; Bem-hador, 2016).

Empirical studies show that there is indeed a positive relationship between ethics incentive programs and the ethical culture of organizations (Trevino; Weaver, 2003). Greenberg (1986; 2002) also provided empirical support for several theoretical conceptualizations of procedural justice that postulated the importance of several determinants of fair procedures.

Among future studies, it is highlighted in this paper that although there is a large literature on corruption, the need for research addressing employee malfeasance is evident (PIERCE et al., 2015). An emerging field of research on business ethics focuses on research involving moral challenges, beliefs, values, and behaviors (CHEN et al., 2016). For Ismail and Yuhanis (2018), the presence of auditors in the public sector creates the need to investigate the factors that may contribute to the ethical conduct of work. And further, research on ethics (or the lack thereof) should address the small business context (Zheng; Valentinov, 2015).

Treviño and Weaver (2003) reinforce the need to empirically test the question about ethics programs and ethical culture and the relationships between them. And further, Treviño et al. (2003) found that ethical leaders set standards, performance evaluation, and rewards and punishments to honor followers for ethical conduct, which also needs empirical work.

Sheep's (2016) work brings in spirituality in the workplace. For the author, although the relationship between business ethics and workplace spirituality has been introduced in the literature, there is still much to be theorized and explained about how ethical issues and dilemmas may arise in the theory and practice of spirituality at work.

The results of the bibliometry Networks confirmed the multidisciplinary of the theme. Thus, as future studies suggest the research of other terminologies on the subject and its applicability in Brazilian realities, by addressing: the context of organizational pressures for the occurrence of unethical conduct; and also, if opportunities open the way to illegality, that is, if without opportunity the executive may not be able to have misbehavior or; if the power of the executive is configured as an important indicator of opportunity and its involvement with corporate crimes.

Throughout this research, we sought to explain each of the methodological steps and the resources used, to allow other researchers to replicate or instrumentalize the path outlined here in another research. It is noteworthy that the Iramuteq software helps in the interpretation of the results processed, however, it is up to the researcher to conduct the research and lead the production of knowledge.

The present study does not intend to close the possibilities of interpretations and analyses on the subject. It is understood that the results presented here can contribute both to help elucidate the issues related to cases about ethics in the organizational field, as well as to support future research on the topics discussed and on other terminologies also aimed at the studies of organizational misbehavior.

It is also worth highlighting some limiting considerations, such as searching in only one database, difficulties encountered in the use of the Iramuteq software, the time limitation

for conducting this research, and the number of terminologies involving research on poor organizational behavior and ‘unethical shortcuts’.

In particular, to improve this research, it is necessary to deepen the networks identified by VOSviewer and the classes categorized by Iramuteq; and also, the learning of resources for the analysis of intermediate categories generated in Iramuteq and the insertion of other terminologies on the subject.

REFERENCES

- ALKHATIB, O. J. A Moral (Normative) framework for the judgment of actions and decisions in the construction industry and engineering: Part II. *Science and Engineering Ethics*. 2016. <https://doi.org/10.1007/s11948-016-9851-5>.
- ALVES, J. F. *Ética, cidadania e trabalho*, São Paulo, Copidart. 2002.
- ASHFORTH, B. E.; ANAND, V. The normalization of corruption in organizations. *Research in Organizational Behavior*, 25, 1–52. 2003. doi:10.1016/s0191-3085(03)25001-2
- ASRAR-UL-HAQ, M., Anwar, S.; HASSAN, M. Impact of emotional intelligence on teacher's performance in higher education institutions of Pakistan. *Future Business Journal*, 3 (2), 87–97. 2017. <https://doi.org/10.1016/j.fbj.2017.05.003>.
- AVEN, B. L. The paradox of corrupt networks: an analysis of organizational crime at Enron. *Organization Science*, 26 (4), 980–996. 2015. <https://doi.org/10.1287/orsc.2015.0983>.
- ÁVILA, L., BARROS, I., MADRUGA, L.; SCHUCH JUNIOR, V. Características das publicações sobre Empreendedorismo (Social) no Web of Science no período 2002-2011. *Administração Pública e Gestão Social*, 6 (2), 88–100. 2014. <https://doi.org/10.21118/apgs.v6i2.84>.
- BACILE, T., WOLTER, J., ALLEN, A.; XU, P. The effects of online incivility and consumer-to-consumer interactional justice on complainants, observers, and service providers during social media service recovery. *Journal of Interactive Marketing*, 44, 60–81. 2018. <https://doi.org/10.1016/j.intmar.2018.04.002>.
- BAMFO, B., DOGBE, C.; MINGLE, H. Abusive customer behaviour and frontline employee turnover intentions in the banking industry: the mediating role of employee satisfaction. *Cogent Business and Management*, 5 (1), 1–15. 2018. <https://doi.org/10.1080/23311975.2018.1522753>.
- BANKS, G. C.; ROGELBERG, S. G.; WOZNYJ, H. M.; LANDIS, R. S.; RUPP, D. Editorial: Evidence on Questionable Research Practices: The Good, the Bad, and the Ugly. *Journal of Business and Psychology*, 31(3), 323–338. 2016. doi:10.1007/s10869-016-9456-7
- BARDIN, L. *Análise de conteúdo*. Lisboa: Edições 70. (Obra original publicada em 1977). 2006.
- BEN-HADOR, B. Coaching executives as tacit performance evaluation: a multiple case study. *Journal of Management Development*, 35 (1), 75–88. 2016. <https://doi.org/10.1108/JMD-08-2014-0091>.
- BEUGRÉ, C. Resistance to socialization into organizational corruption: a model of deontic justice. *Journal of Business and Psychology*, 25 (3), 533–541. 2010. <https://doi.org/10.1007/s10869-010-9176-3>.
- BUTLER, M. J. R. Organizational cognitive neuroscience - potential (non-) implications for practice. *Leadership; Organization Development Journal*, 38 (4, SI), 564–575. 2017. <https://doi.org/10.1108/LODJ-07-2015-0163>.
- CAMARGO, B.; JUSTO, A. IRAMUTEQ: um software gratuito para análise de dados textuais. *Temas em Psicologia*, 21 (2), 513–518. 2013. <https://doi.org/10.9788/tp2013.2-16>.
- CARDOSO, C. C. *Éticas e políticas éticas em contexto empresarial*. In: Rodrigues, S.; Cunha, M. (Org), *Estudos organizacionais: novas perspectivas na administração de empresas: uma coletânea luso-brasileira*. São Paulo. 2000.
- CAVALHO, J. saiba o que é Qualis Capes e quais os periódicos da CI com essa classificação. *Biblioo Cultura Informacional*. 2017. Retrieved from <http://biblioo.info/saiba-o-que-e-qualis-capes/>.
- CLAVELL, G. Exploring the ethical, organisational and technological challenges of crime mapping: a critical approach to urban safety technologies. *Ethics and Information Technology*, 20 (4), 265–277. 2018. <https://doi.org/10.1007/s10676-018-9477-1>.
- CHAVES, C.; BRITO, M. Percepção de aspectos éticos no serviço público sob a ótica dos servidores municipais de Lavras/MG. *Temas de Administração Pública*, 8 (1982–4637). 2013. Retrieved from

<https://periodicos.fclar.unesp.br/temasadm/article/view/6323>

CHEN, M.; CHEN, C. C.; SHELDON, O. J. Relaxing moral reasoning to win: How organizational identification relates to unethical pro-organizational behavior. *Journal of Applied Psychology*, 101(8), 1082–1096. 2016. doi:10.1037/apl0000111

CORLEY, M. Nurse moral distress: a proposed theory and research agenda. *Nursing Ethics*, 9 (6), 636-650 15p. 2002. <https://doi.org/10.1191/0969733002ne557oa>

DAUNT, K. L.; HARRIS, L. C. Motives of dysfunctional customer behavior: an empirical study. *Journal of Services Marketing*, 26 (4–5), 293–308. 2012. <https://doi.org/10.1108/08876041211237587>.

DE GEORGE, R. The status of business ethics: past and future. *Journal of Business Ethics*, v. 6, n. 3, p. 201-211, April. 1987.

DEN NIEUWENBOER, N. A., CUNHA, J. V. DA; TREVIÑO, L. K. Middle managers and corruptive routine translation: the social production of deceptive performance. *Organization Science*, 28 (5), 781–803. 2017. <https://doi.org/https://doi.org/10.1287/orsc.2017.1153>.

DEMIRTAS, O. Ethical Leadership Influence at Organizations: Evidence from the Field. *Journal of Business Ethics*, 126(2), 273–284. 2013. doi:10.1007/s10551-013-1950-5

DIETZ, J.; KLEINLOGEL, E. P. Wage cuts and managers' empathy: how a positive emotion can contribute to positive organizational ethics in difficult times. *Journal of Business Ethics*, 119 (4, SI), 461–472. 2014. <https://doi.org/10.1007/s10551-013-1836-6>.

DOUGLAS, P.C., DAVIDSON, R.A. & SCHWARTZ, B.N. The Effect of Organizational Culture and Ethical Orientation on Accountants' Ethical Judgments. *Journal of Business Ethics* 34, 101–121 (2001). <https://doi.org/10.1023/A:1012261900281>

EDWARDS, B., REVILL, J.; BEZUIDENHOUT, L. From cases to capacity? A critical reflection on the role of 'ethical dilemmas' in the development of dual-use governance. *Science and Engineering Ethics*, 20 (2), 571–582. 2014. <https://doi.org/10.1007/s11948-013-9450-7>.

FEHR, R.; YAM, K. C. (SAM); DANG, C. Moralized Leadership: The Construction and Consequences of Ethical Leader Perceptions. *Academy of Management Review*, 40(2), 182–209. 2015. doi:10.5465/amr.2013.0358

FILGUEIRAS, F. Uma antinomia entre normas morais e prática social. *Opinião Pública*, 15, 386–421. 2008. Retrieved from <http://dx.doi.org/10.1590/S0104-62762009000200005>

GERRISH, E. The Impact of Performance Management on Performance in Public Organizations: A Meta-Analysis. *SSRN Electronic Journal*. 2014. doi:10.2139/ssrn.2500420

GRANT, A. M.; ASHFORD, S. J. The dynamics of proactivity at work. *Research in Organizational Behavior*, 28, 3-34. 2008.

GREENBERG, J. Determinants of perceived fairness of performance evaluations. *Journal of Applied Psychology*, 71(2), 340–342. 1986. doi:10.1037/0021-9010.71.2.340.

GREENBERG, J. Who stole the money, and when? Individual and situational determinants of employee theft. *Organizational Behavior and Human Decision Processes*, 89(1), 985–1003. 2002. doi:10.1016/s0749-5978(02)00039-0.

HALL, J.; MARTIN, B. R. Towards a taxonomy of research misconduct: the case of business school research. *Research Policy*, 48 (2, SI), 414–427. 2019. <https://doi.org/10.1016/j.respol.2018.03.006>

HARRIS, L. C., FISK, R. P.; SYSALOVA, H. Exposing Pinocchio customers: investigating exaggerated service stories. *Journal of Service Management*, 27 (2), 63–90. 2016. <https://doi.org/10.1108/JOSM-06-2015-0193>

HARRIS, L. C.; OGBONNA, E. Forms of employee negative word-of-mouth: a study of front-line workers. *Employee Relations*, 35 (1), 39–60. 2013. <https://doi.org/10.1108/01425451311279401>.

HONG, S. Representative Bureaucracy, Organizational Integrity, and Citizen Coproduction: Does an Increase in Police Ethnic Representativeness Reduce Crime? *Journal of Policy Analysis and Management*, 35(1), 11–33. 2015. doi:10.1002/pam.21876

ISMAIL, S.; YUHANIS, N. Determinants of ethical work behaviour of Malaysian public sector auditors. *Asia-Pacific Journal of Business Administration*, 10 (1), 21–34. 2018. <https://doi.org/10.1108/APJBA-07-2017-0068>.

JACOBS, G., BELSCHAK, F.; DEN HARTOG, D. (Un)Ethical Behavior and Performance Appraisal: The Role of Affect, Support, and Organizational Justice. *Journal of Business Ethics*, 121 (1), 63–76. 2014. <https://doi.org/10.1007/s10551-013-1687-1>.

JAIN, T. Researcher vs advocate: ethnographic-ethical dilemmas in feminist scholarship. *Equality*

- Diversity and Inclusion, 36 (6), 566–585. 2017. <https://doi.org/10.1108/EDI-01-2017-0016>.
- JANCSICS, D.; JAVOR, I. Corrupt governmental networks. *International Public Management Journal*, 15 (1), 62–99. 2012. <https://doi.org/10.1080/10967494.2012.684019>.
- JAUERNIG, J.; VALENTINOV, V. CSR as hypocrisy avoidance: a conceptual framework. *Sustainability Accounting Management And Policy Journal*, 10 (1), 2–25. 2019. <https://doi.org/10.1108/SAMPJ-05-2018-0141>
- JENKINS, J. Low-stakes decisions and high-stakes dilemmas: considering the ethics decision-making of freelance magazine journalists. *Journal of Media Ethics*, 32 (4), 188–201. 2017. <https://doi.org/10.1080/23736992.2017.1359609>.
- KAPUCU, N.; DEMIRHAN, C. Managing collaboration in public security networks in the fight against terrorism and organized crime. *International Review of Administrative Sciences*, 85 (1), 154–172. 2017. <https://doi.org/DOI: 10.1177/0020852316681859>.
- LAND, C., LOREN, S.; METELMANN, J. Rogue Logics: organization in the grey zone. *Organization Studies*, 35 (2, SI), 233–253. 2014. <https://doi.org/10.1177/0170840613511927>.
- LAVENA, C. F. Whistle-Blowing. *The American Review of Public Administration*, 46(1), 113–136. 2014. doi:10.1177/0275074014535241
- LEE, A., SCHWARZ, G., NEWMAN, A.; LEGOOD, A. Investigating when and why psychological entitlement predicts unethical pro-organizational behavior. *Journal of Business Ethics*, 154 (1), 109–126. 2017. <https://doi.org/10.1007/s10551-017-3456-z>.
- LIM, V. K. G. The IT way of loafing on the job: cyberloafing, neutralizing and organizational justice. *Journal of Organizational Behavior*, 23 (5), 675–694. 2002. <https://doi.org/10.1002/job.161>.
- LOWRY, P. B.; ZHANG, J.; WANG, C.; SIPONEN, M. Why Do Adults Engage in Cyberbullying on Social Media? An Integration of Online Disinhibition and Deindividuation Effects with the Social Structure and Social Learning Model. *Information Systems Research*, 27(4), 962–986. 2016. doi:10.1287/isre.2016.0671
- McMULLEN, J. S.; WARNICK, B. J. To Nurture or Groom? The Parent-Founder Succession Dilemma. *Entrepreneurship Theory and Practice*, 39(6), 1379–1412. 2015. doi:10.1111/etap.12178
- MANNING, P. Exploiting the social fabric of networks: a social capital analysis of historical financial frauds. *Management and Organizational History*, 13 (2), 191–211. 2018. <https://doi.org/10.1080/17449359.2018.1534595>.
- MUBARAK, S. Developing a theory-based information security management framework for human service organizations. *Journal of Information Communication; Ethics in Society*, 14 (3), 254–271. 2016. <https://doi.org/10.1108/JICES-06-2015-0018>.
- NESS, A.; CONNELLY, S. Situational influences on ethical sensemaking: performance pressure, interpersonal conflict, and the recipient of consequences. *Human Performance*, 30 (2–3), 57–78. 2017. <https://doi.org/10.1080/08959285.2017.1301454>.
- OLIVEIRA, C. DE. Corporate crimes and organizational studies: a possible and necessary approach. *RAE-Revista de Administracao de Empresas*, 55 (2), 202–208. 2015. <https://doi.org/10.1590/S0034-759020150209>
- OLIVEIRA, J. Brumadinho e a urgência da responsabilidade. *Revista Instituto Humanitas Unisinos*. 2019. Retrieved from <http://www.ihu.unisinos.br/78-noticias/586323-brumadinho-e-a-urgencia-da-responsabilidade>.
- PAUL, G.; BORTON, I. Toward a communication perspective of restorative justice: implications for research, facilitation, and assessment. *Negotiation and Conflict Management Research*, 10 (3), 199–219. 2017. <https://doi.org/10.1111/ncmr.12097>.
- PIERCE, L., SNOW, D. C., & MCAFEE, A. (2015). Cleaning House: The Impact of Information Technology Monitoring on Employee Theft and Productivity. *Management Science*, 61(10), 2299–2319. doi:10.1287/mnsc.2014.2103
- PINTO, J., LEANA, C. R.; PIL, F. K. Corrupt Organizations or Organizations of Corrupt Individuals? Two Types of Organization-Level Corruption. *Academy of Management Review*, 33 (3), 685–709. 2008. doi:10.5465/amr.2008.32465726.
- RAMACCIOTTI, C. A ética e a confiança nas organizações: um estudo descritivo junto a profissionais da Grande São Paulo. Dissertação de Mestrado. Fundação Getúlio Vargas, São Paulo/SP. 2007. Retrieved from <http://hdl.handle.net/10438/2520>.
- RUAS, T.; PEREIRA, L. Como construir indicadores de ciência, tecnologia e inovação usando Web

- of Science, Derwent World Patent Index, Bibexcel e Pajek? Perspectivas em Ciência da Informação, 19 (3), 52–81. 2014. <https://doi.org/10.1590/1981-5344/1678>.
- RUIZ, M., GRECO, O.; BRAILE, D. Fator de impacto_importancia e influencia no meio editorial, academico e científico. Revista Brasileira de Cirurgia Cardiovascular, 24 (3), 273–278. 2009.
- SAIGLE, V.; RACINE, E. Ethical challenges faced by healthcare professionals who care for suicidal patients: a scoping review. Monash Bioethics Review, 35 (1–4), 50–79. 2018. <https://doi.org/10.1007/s40592-018-0076-z>.
- SANTOS, L., SERAFIM, M. C.; LORENZI, L. Dilemas morais na gestão pública: o estado do conhecimento sobre o tema. Revista de Gestão e Secretariado, 9 (1), 182–207. 2018. <https://doi.org/10.7769/gesec.v9i1.719>
- SANTOS, R.; KOBASHI, N. Bibliometria, cientometria, infometria: conceitos e aplicações. Pesquisa Brasileira em Ciência da Informação e Biblioteconomia, 2, 127–151. 2009.
- SARAIVA, C. M.; MAGALHAES FERREIRA, P. T. The Samarco Mud and Corporate Crime: a necessary reflection. Administracao Publica e Gestao Social, 10 (2), 75–87. 2018. <https://doi.org/10.21118/apgs.v10i2.1337>.
- SCHLUTER, J., WINCH, S., HOLZHAUSER, K.; HENDERSON, A. Nurses' Moral Sensitivity and Hospital Ethical Climate: a Literature Review. Nursing Ethics, 15 (3), 304–321. 2008. doi:10.1177/0969733007088357.
- SCHNATTERLY, K. (2003). Increasing firm value through detection and prevention of white-collar crime. Strategic Management Journal, 24 (7), 587–614. <https://doi.org/10.1002/smj.330>.
- SCHNATTERLY, KAREN, GANGLOFF, K. A.; TUSCHKE, A. CEO Wrongdoing: a review of pressure, opportunity, and rationalization. Journal of Management, 44 (6), 2405–2432. 2018. <https://doi.org/10.1177/0149206318771177>.
- SILVA, M., ARRUDA, D., MOREIRA, M., SOUZA, A.; MARIANI, M. Uma análise das “falas” dos turistas, em plataformas online, a espeito dos atributos valorizados dos restaurantes de Bonito/MS. **Anais - II Encontro Internacional de Gestão, Desenvolvimento e Inovação**. Naviraí/MS. 2018.
- SIPONEN; VANCE. Neutralization: new insights into the problem of employee information systems security policy violations. MIS Quarterly, 34 (3), 487. 2017. <https://doi.org/10.2307/25750688>.
- SHEEP, M. Nurturing the whole person: the ethics of workplace spirituality in a society of organizations. Journal of Business Ethics. 2006. <https://doi.org/10.1007/s10551-006-0014-5>.
- SHKOLER, O.; Tziner, A. The mediating and moderating role of burnout and emotional intelligence in the relationship between organizational justice and work misbehavior. Journal of Work and Organizational Psychology. 33 (2), 157–164. 2017. <https://doi.org/10.1016/j.rpto.2017.05.002>.
- SMITH, W. K., GONIN, M.; BESHAROV, M. L. Managing social-business tensions: a review and research agenda for social enterprise. Business Ethics Quarterly, 23 (03), 407–442. 2013. doi:10.5840/beq201323327.
- SOLAS, J. The banality of bad leadership and followership. Society and Business Review, 11 (1), 12–23. 2016. <https://doi.org/10.1108/SBR-09-2015-0049>.
- SONG, C.; HAN, S. H. Stock Market Reaction to Corporate Crime: Evidence from South Korea. Journal of Business Ethics, 143 (2), 323–351. 2017. <https://doi.org/10.1007/s10551-015-2717-y>.
- SOUZA, M., WALL, M., THULER, A., LOWEN, I.; PERES, A. O uso do software IRAMUTEQ na análise de dados em pesquisas qualitativas. Revista da Escola de Enfermagem da USP, 52, e03353. 2018. <https://doi.org/10.1590/S1980-220X2017015003353>.
- SUNG, J. Conversando sobre ética e sociedade. Petrópolis: Vozes, 1995.
- STORY, J. Líderes da antiética, 21–23. Revista de Administração de Empresas. 2018. Retrieved from https://rae.fgv.br/sites/rae.fgv.br/files/gv_v17n4_ce3.pdf.
- TREVIÑO, L. K.; BROWN, M. E. The role of leaders in influencing unethical behavior in the workplace. In R.E. Kidwell; C.L. Martin (Eds.), Managing organizational deviance. Thousand Oaks, CA: SAGE. 2005.
- TREVIÑO, L. K.; WEAVER, G. R. Managing ethics in business organizations: social scientific perspectives. Stanford: Stanford University Press. 2003.
- TREVIÑO, L. K., WEAVER, G. R.; REYNOLDS, S. J. Behavioral ethics in organizations: a review. Journal of Management, 32, 951–90. 2006.
- TSAY, Y. A bibliometric analysis of hydrogen energy literature, 1965 e 2005. Scientometrics. v. 75, n. 3, p. 421–438, 2008.

- TWEEDIE, D., WILD, D., RHODES, C.; MARTINOV-BENNIE, N. How does performance management affect workers? beyond human resource management and its critique. *International Journal of Management Reviews*, 21 (1), 76–96. 2019. <https://doi.org/10.1111/ijmr.12177>.
- TWYMAN, N. W., LOWRY, P. B., BURGOON, J. K.; NUNAMAKER JR., J. F. Autonomous scientifically controlled screening systems for detecting information purposely concealed by individuals. *Journal of Management Information Systems*, 31 (3), 106–137. 2014. <https://doi.org/10.1080/07421222.2014.995535>.
- VALLS, A. O que é ética. 9. ed. São Paulo: Brasiliense, 83 p. 2000.
- VARDI, Y.; WIENER, Y. Misbehavior in organizations: a motivational framework. *Organization Science*, 7 (2), 151–165. 1996. <https://doi.org/10.1287/orsc.7.2.151>.
- VARDI, Y. The effects of organizational and ethical climates on misconduct at work. *Journal of Business Ethics*, Dordrecht, v. 29, n. 4, p. 325–337. 2001.
- ZHENG, C.; MIRSHEKARY, S. The power of Australian small accounting firms' unethical exposure. *Social Responsibility Journal*. 2015. <https://doi.org/10.1108/SRJ-02-2014-0018>.
- ZUPIC, I.; ČATER, T. Bibliometric methods in management and organization. *Organizational Research Methods*, 18 (3), 429–472. 2014. <https://doi.org/10.1177/1094428114562629>.