



REUNIR:
Journal of Administration, Accounting and
Sustainability

www.reunir.revistas.ufcg.edu.br



ORIGINAL ARTICLE: Submitted on: 08.14.2020. Reviewed on: 06.09.2024. Approved for publication on: 10.26.2024. Organization responsible: UFCG.

The interests that guide the scientific production on sustainability in Administration studies: An analysis based on habermasian epistemology

Os interesses a orientar a produção que versa sobre sustentabilidade nos estudos em Administração: uma análise a partir da epistemologia habermasiana

Los intereses que orientan la producción intelectual que aborda la sostenibilidad en los estudios de Administración: un análisis desde la epistemología habermasiana

Ewerton Roberto Inocêncio

Universidade Estadual de Londrina (UEL)
Rodovia Celso Garcia Cid, PR-445, Km 380 - Campus Universitário, Londrina - PR, 86057-970, Brasil.
<https://orcid.org/0000-0001-8624-2956>
ewerton.in@gmail.com

Ricardo Lebbos Favoreto

Universidade Estadual de Londrina (UEL).
Rodovia Celso Garcia Cid, PR-445, Km 380 - Campus Universitário, Londrina - PR, 86057-970, Brasil.
<https://orcid.org/0000-0002-2878-0681>
ricardo.lf@uel.br



KEYWORDS:

Sustainability.
Administration.
Habermasian
Epistemology.

Abstract: This article intends to recognize the cognitive interests that guide the intellectual production about sustainability in the field of Administration. A quantitative and qualitative approach is used in its methodological procedure. Articles published in a set of Brazilian journals ranked as tier A are categorized in the light of Habermas' cognitive interests theory, using its interests (i.e., technical, practical, and emancipatory) as analytical categories. The results indicate the predominance of technical-practical interests and a small presence of emancipatory interests in the scientific production, which is in line with the constitution of the field. In the final section, we discuss possible causes of this conjuncture. Among the study's contributions, we highlight the mapping procedure (of an epistemological nature) that was carried out, as well as an encouragement to reflecting on how sustainability is conceived in the studied field.

PALAVRAS-CHAVE

*Sustentabilidade.
Administração.
Epistemologia
Habermasiana.*

Resumo: O objetivo do artigo consiste em reconhecer os interesses cognitivos a orientar a produção intelectual que versa sobre sustentabilidade na área de Administração. Empregase, nos procedimentos metodológicos, uma abordagem de viés quantitativo e qualitativo. Artigos publicados em um conjunto de periódicos nacionais classificados no estrato A são categorizados à luz da teoria habermasiana dos interesses cognitivos, valendo-se dos interesses (técnico, prático e emancipatório) como categorias analíticas. Os resultados apontam a predominância do interesse técnico-prático e a timidez do interesse emancipatório na produção, cena que se coloca em linha com a constituição da área. Na seção final, debate-se sobre possíveis causas dessa conjuntura. Entre as contribuições da pesquisa, destaquem-se o modo de mapeamento (de base epistemológica) a que se procede e o estímulo à reflexão sobre a forma como se concebe a sustentabilidade na área visada.

PALABRAS CLAVE:

*Sustentabilidad.
Administración.
Epistemología
Habermasiana.*

Resumen: El objetivo de este artículo es reconocer los intereses cognitivos que orientan la producción intelectual que aborda la sostenibilidad en el área de Administración. En los procedimientos metodológicos se utiliza un enfoque cuantitativo y cualitativo. Los artículos publicados en un conjunto de revistas nacionales clasificadas en el estrato A se categorizan a la luz de la teoría habermasiana de los intereses cognitivos, s utilizando los intereses (técnicos, prácticos y emancipatorios) como categorías analíticas. Los resultados apuntan al predominio del interés técnico-práctico y la timidez del interés emancipatorio en la producción, escenario que está en consonancia con la constitución del área. En la sección final se discuten las posibles causas de esta situación. Entre los aportes de la investigación se destacan el método de mapeo (con base epistemológica) que se realiza y el estímulo a la reflexión sobre la forma en que se concibe la sostenibilidad en el ámbito abordado.

Introduction

Since at least 1972, when the United Nations Conference on the Human Environment (UNCHE) took place, sustainability has become increasingly relevant in public debate. Particularly since the Brundtland report (1987), an important milestone in the field, the subject has gained space in academic discussions (Dovers, 1996; Mol 1997; Pierri, 2001, Hopwood; Mellor & O'Brien, 2005). From this report comes the most widespread concept of sustainability through the advocacy of sustainable development: “[...] a development that meets the needs of the present without compromising future generations’ ability to meet their own needs” (Dovers, 1996, p. 304). This definition of sustainable development, although widely adopted, is not free of criticism (Inocêncio & Favoreto, 2022b), and the debate on sustainability, nourished by different approaches and fields of knowledge, remains deeply divided (Pierri, 2001; Hopwood *et al.*, 2005; Montiel & Delgado-Ceballos, 2014, Oliveira & Santos, 2021).

The concept of sustainability has been marked by polysemy, vagueness, ambiguity (Hopwood *et al.*, 2005; Michelsen *et al.*, 2016, Inocêncio & Favoreto, 2022b). What is meant by sustainability is therefore not unanimous. In general, sustainability is conceived as a duty, with a focus on intergenerational well-being, and encompasses ethical components combined with social, environmental, economic, political, and legal elements (e.g., Freitas, 2019). The widely applied conceptualization is linked to the ideal of sustainable development in its three dimensions: economic, social, and environmental (Montiel & Delgado-Ceballos, 2014). In this article, it is argued that the diversity of notions, which makes sustainability a field of disputes between different approaches and knowledge areas, may be associated, even if not exclusively, with the different interests that guide knowledge as proposed by Habermas (Habermas, 1990/1968). And identifying the interest that drives knowledge is a fundamental problem when it comes to

identifying knowledge (as a product of the process of knowing).

This article intends to recognize the cognitive interests that guide publications on sustainability in the field of Administration, in a set of Brazilian journals. Sustainability is highly relevant in this field, since public and private organizations, its main objects of study, exert great influence on sustainability on a global scale as well as on the implementation of guidelines at the local level (Mol, 1997; Pierri, 2001). Favoreto, Nogueira, and Bannwart Junior (2020), when dealing with the correlate concept of social responsibility, warn us that the concept may be handled by organizations with a view to the instrumentally useful.

In addition, according to Gladwin, Kennelly, and Krause (1995), sustainability implies an epistemological change of organizational theories, because the hegemonic functionalism that separates organization and environment has become incapable of solving sustainability-related problems, thus even possibly contributing to the generation of environmental problems. In order to meet the proposed goal, the study reported in this article is based on a quantitative and qualitative approach, using both descriptive statistics techniques and categorizations. The methodology used is detailed in its specific section.

The search for knowledge is not neutral as positivism had assumed. According to Levy and Massonettot (2020), the contemporary world has revealed the limited nature of this way of understanding science. For the authors, the scientist is a being that is historically situated and endowed with subjective traits which cannot be extirpated.

According to Habermas, science is driven by interests. Natural sciences tend to be driven by a technical interest, and the sciences of the spirit (hermeneutics), by a practical interest. However, sciences also need to be critical, reflecting on the knowledge they produce (an emancipatory interest). It is through these three cognitive interests that the knowledge-generating dynamic is engendered, animated by the dialectic that is established between them. However, science has

taken on a technocratic nature, thus becoming the primary productive force of late capitalism and constituting its new ideology, which legitimizes the domination and depoliticization of individuals (Habermas 1990/1968).

From the perspective of cognitive interests, this ideology confronts the practical and emancipatory interests that aim at both intersubjective understanding and a communication that is free of domination (Habermas 1990/1968). Administration—which is predominantly functionalist and an heir of positivist science’s technocentrism—has constituted itself as a field where a technical and depoliticized approach to sustainability prevails. The result is a field of knowledge that perpetuates a controversial ideal of sustainable development (Pierri, 2001, Hopwood *et al.*, 2005; Starrick & Kanashiro, 2013; Montiel & Delgado-Ceballos, 2014).

Mapping how sustainability is conceived contributes to a more consequent understanding of the field. This concerns not just sustainability, but also the field itself, whose interests fall within the concepts that it addresses. Associating knowledge with interests allows denaturalizing concepts that are sometimes seen as a given—as it seems to be the case with sustainability. The study contributes to viewing, although generically, part of the origin of what is posited, what moves the idea of sustainability in the field in question, thus informing occasional interventions. It is therefore justified, notably by the transformative potential it presents, in line with the exercise of Habermasian criticism. Moreover, it is worth highlighting its contribution in methodological terms. The way in which the mapping is carried out, mobilizing selected categories of the Habermasian theory of knowledge, is fruitful for analyses that intend to unravel the engines of concepts. The more “taken for granted” the concepts—i.e., the less susceptible they are to questioning—the greater the relevance of mapping the interests that drive them.

Theoretical elements of the research

Jürgen Habermas’ theory of knowledge

Critical theory, as seen in Horkheimer, aimed to oppose positivism, which, seeking to describe the functioning of society, ended up founding partial (and alienating) knowledge that did not promote the identification or realization of possibilities of social improvement inscribed in reality itself (Nobre, 2008). It was in the wake of this endeavor that Habermas developed his studies. Having written works like *Technology and Science as Ideology* (1968), *Knowledge and Human Interests* (1968), *The Theory of Communicative Action* (1981) and *Between Facts and Norms: Contributions to a Discourse Theory of Law and Democracy* (1992), Habermas is usually recognized as belonging to the second generation of the Frankfurt School and is seen as one of the leading authors of German critical theory (Freitag, 2005; Nobre, 2008; Lara & Vizeu, 2019). From a Habermasian perspective, critical theory positions itself critically towards the social sciences, viewed as incapable of deciphering the paradoxes of social rationalization, as they analyze complex social systems from a single abstract perspective, without justifying the historical constitution of their field of objects. It tries to highlight the strengths and limitations of established theories, relying on its own interpretation of the history of modern societies (Habermas, 2012/1981).

Habermasian thought constitutes a significant reference of contemporary sociology and philosophy. In the social sciences, it has spread across several fields and was even used in different analyses in the field of administration, both at the national and international levels (Innocêncio and Favoreto, 2020; 2022a). The present study builds on Habermas’ *Knowledge and Human Interests* to take advantage of the explanatory potential of Habermas’ critical stance for understanding current organizational phenomena.

According to Habermas (1990/1968), positivism also imposed itself in the social sciences. One of the consequences of this

imposition was the affirmation of an epistemological compromise of separation between knowledge and interest under the guise of value neutrality. For Levy and Massonettot (2020, p. 77-78), social sciences made “concessions to a fragmented view that is bound to a regularity typical of natural sciences.”

In *Technology and Science as Ideology*, Habermas declares that a social science guided by positivist assumptions incurs errors, because by intending to “obtain the objectivity of its statements against the pressure and seduction of particular interests, science deludes itself” (Habermas, 2002/1968, p. 141). If we view functionalism as an heir to positivist assumptions, it can be inferred that a supposed neutrality of interests in the production of knowledge was also imposed on organizational studies, since functionalism is the dominant perspective in this context of social sciences (Burrell & Morgan, 1979; Westwood & Clegg, 2003; Vergara & Caldas, 2005). In the Habermasian conception, the production of knowledge cannot be carried out in a neutral way; it is oriented by interests, just like any other activity: “We know from everyday experience that ideas often lend themselves well to masking the real motives of our actions behind legitimate pretexts” (Habermas, 2002/1968, p. 140). The cognitive interests that guide the production of knowledge can be technical, practical, or emancipatory, and each of these interests corresponds to a mode of scientific research: The empirical-analytical sciences, the historical-hermeneutic sciences, and the critical sciences, respectively (Habermas, 1990/1968).

The technical interest that characterizes the empirical-analytical sciences is manifested in attempts to control, predict and manipulate both natural and social environments. The results of knowledge guided by this interest are nomological, generalizable statements verified by experience. The procedure of empirical-analytical sciences is characterized by the construction of hypothetical theories that are experimentally verified a posteriori through systematic observation (Habermas, 2002/1968; Paes de Paula, 2015,

2016). For Stablein and Nord (1985, p. 15), “the claim of knowledge validity in technical interest is based on the logical coherence of the theory and on the observation of facts. A theory’s success ultimately depends on its demonstrated ability to operate in the environment, producing predicted effects.” In the field of Administration, a technical interest can be evidenced through the forecasting and controlling of variables related to human work that aim to increase productivity (Fell, Rodrigues & Oliveira, 2008).

Practical interest is the interest that guides hermeneutic sciences, which are involved in interactions mediated by language. The operating ways of this type of science aim to ensure intersubjective understanding in common forms of communication. Practical interest is not concerned with explaining or verifying general laws made possible by systematic observation; rather, it intends to interpret and understand the meaning of a situation (Habermas, 1990/1968; Paes de Paula, 2015, 2016). According to Stablein and Nord (1985, p. 16), in this type of science, “the methodology involves the interpretation of meaning in an interaction. The final claim for the validity of this type of knowledge is a consensus of stakeholders on understanding the meaning of a situation.” In applying this type of interest to the field of Administration, Rodrigues (1998, 2004) considers that practical interest goes beyond the simple identification of variables that condition human behavior with a view to manipulation and control. Its motivation lies in understanding what people think and feel, as well as improving mutual understanding.

In turn, emancipatory interest is associated with critical sciences, which, through reflective practice seen as an emancipation movement, intend to promote autonomy and responsibility. The critical sciences work to denounce the existing forms of domination and exploitation, turning their attention to the role of power in institutionalizing and maintaining oppression, confusion, and suffering configurations (Habermas, 1990/1968; Paes de Paula, 2015, 2016). According to Honneth (2023, p. 24), the emancipatory interest is related

to a permanent disposition “to free oneself from previously unknown dependencies and pseudo-natural situations, so as to achieve a condition of absence of intersubjective domination.”

According to Nord and Stablein (1985, p. 18), knowledge guided by an emancipatory interest is validated by the “contribution of this knowledge to the potential of responsible and autonomous human action. Emancipatory interest provides a substantive guide to the evaluation of social reality. Human autonomy and responsibility are established as normative standards.” The authors point out that Habermas does not elaborate on the method of self-reflection related to the emancipatory interest; he only provides some insights, such as psychoanalysis and the critique of ideology (Stablein & Nord, 1985). According to Rodrigues (1998, 2004), in Administration, the emancipatory interest manifests itself in the effort to understand how management practices are developed and legitimized amidst power and domination relations. The author points out that, unfortunately, many administrative theories do not question the structures of power relations in order to eliminate forms of domination, thus contributing to the concealment of these relations and being complicit with maintaining the *status quo* of an organization conceived according to functionalist molds.

In view of the above, a tendency is seen in the field of Administration towards the predominance of technical interest, which, in addition to limiting the production of knowledge, is depoliticizing, thus inhibiting emancipatory positions, in favor of the hegemonic maintenance of the functionalist perspective. This is not an exclusive feature of Administration or the social sciences, but a hallmark of modern science. For Habermas (2002/1968), science was not always related to technique; it was in mid to late nineteenth century that they became interdependent, and science began to contribute to the acceleration of technical development. Technical and scientific progress became the primary productive force of late capitalism and replaced the old ideologies of the great religions, so that the legitimation of

domination no longer came from cultural tradition, but from the basis of social work. The technocratic consciousness arising from this context legitimizes the depoliticization of the masses, eliminates the difference between technique and praxis, and represses the emancipatory interest of the human race.

Sustainability and organizations

Sustainability is a field of political and scientific dispute, it is complex and multidisciplinary (Dovers, 1996; Pierri, 2001; Layrargues, 2017), which is evidenced by the diversity of approaches on this subject, permeated by discussions of numerous areas.

Harvey (2020) considers that the debate around ambiguous concepts commonly present in ecological debates, such as environment, nature, eco-scarcity, and sustainability, goes beyond a mere semantic discussion, constituting a political clash. Specifically, he considers that the notion of sustainability according to its most frequent use is associated with the support of a characteristic set of social relations of a particular ecological project. By way of example, he argues that in a system where there were only bankers and cockroaches, and the former were the endangered species, the notion of sustainability would be defined in terms of organizing land use to prevent bankers' bankruptcy. For the author, ecological arguments and projects are at once political and economic. What is at stake in most ecological debates are ideas of different types of societies.

Sustainability is also a relevant theme for Administration, as it has become a central concern of contemporary organizations, showing an interest in a new type of information for developing the activities of organizations, especially about performance from a triple perspective: economic, environmental, and social (Régio et al., 2022). Such transformations have even implied suggestions for change in the predominantly functionalist organizational theories.

According to Dovers (1996), discussions on

the idea of sustainability began around the 'limits of growth' theory and the first United Nations Conference on Human Environment in Stockholm in 1972. However, it was the Brundtland Report (1987) that popularized and put into political agendas the notion of sustainability with the idea of sustainable development, understood as "[...] development that meets the needs of the present without compromising future generations' ability to meet their own needs" (Dovers, 1996, p. 304). Although this is the most widespread and widely adopted definition, it is also heavily criticized for its lack of clarity, so the debate on the subject remains open (Dovers, 1996; Mol 1997; Pierri, 2001; Hopwood *et al.*, 2005; Oliveira & Santos, 2021).

Concern about the environmental crisis has also implied a change in public opinion about the role of organizations in relation to sustainability. Thus, researchers were encouraged to investigate the relationships between organizational practices and sustainability. Sustainability has become a key goal for organizations (Florea, Cheung & Herndon, 2012). The issue of sustainability introduced a concern with the environment that was previously non-existent or little considered in Administration. According to Gladwin *et al.* (1995), functionalist epistemology, dominant in the field of Administration, had separated organization and environment. Thus, in order for organizational theories to be compatible with the idea of sustainability, it was necessary that they be transformed into more integrative views. For them, as Administration theories developed under a restricted and limited epistemology, they fostered the dissociation of human organization from the biosphere and the human community. Thus, organizational science eventually encouraged organizations to behave in ways that led to the destruction of natural and social life support systems. Layrargues (2017) also argues for new approaches to addressing environmental problems, since the functionalism that still prevails in applied social sciences is said to be one of the reasons for the current regression in environmental issues. This is because it is a theoretical view that cannot

see the existence of conflicts and sees in technology the solutions to social, environmental, and economic problems. From this results the growth of anti-ecological actions to the detriment of the environmental achievements made over the years.

Usually, the beginning of organizational sustainability ideas is traced back to the Brundtland report (1987), and these are founded on the conception of sustainable development (Florea *et al.*, 2012; Montiel & Delgado-Ceballos, 2014). According to a survey conducted by Montiel and Delgado-Ceballos (2014), the first definition of corporate sustainability appeared in the general literature of Administration in 1995, elaborated by Gladwin, Kennelly, and Krause, who addressed sustainable development as a process that aims to achieve development in an inclusive, connected, equitable, prudent, and safe manner (Gladwin *et al.*, 1995). Over time, several concepts of organizational sustainability have been built, some even challenging the classic three-dimensionality. However, although there is no standard concept, most scholars of corporate sustainability, as well as the organizations themselves, adopt the concept of sustainability in its three-dimensionality (Florea *et al.*, 2012; Montiel & Delgado-Ceballos, 2014).

Given the above, whether in relation to the broader notion of sustainability or the applied notion of organizational sustainability, there is no consensus on what either is, and there are several ways to understand the debate. Our aim with this article is precisely to understand how the theme of sustainability has developed in the main Brazilian academic journals of Administration. This involves classifying the cognitive interests that guide the production of knowledge on this subject in Administration. This way, we aim to identify how knowledge about sustainability has developed at the national level in Administration, the interests that guide this development, whether the scientific production of this field is concerned with testing sustainability models or standards already defined, whether efforts are being made to debate different conceptions of sustainability, and understand what

it means to different groups, or even whether power and domination relations around the issue of sustainability are being denounced.

Methodological elements of the research

To achieve the goal of recognizing the cognitive interests (Habermas, 1990/1968) that guide the production of knowledge around the theme of sustainability in Administration, a double approach, i.e., quantitative and qualitative, was employed. In the analyses, we used both basic descriptive statistics and a categorization process that is characteristic of qualitative research (Merriam, 2009; Gil, 2010).

The articles were selected from Brazilian journals in the rating area “Public and business administration, accounting sciences, and tourism,” whose scope includes Administration, and which were rated A by Capes (Qualis journal rating system) in the period from 2013 to 2016. The filtering was conducted on Plataforma Sucupira, in the Qualis Periódicos system. Using each journal’s own digital database, these journals were searched for articles containing in their body text the word “sustainability”, which resulted in a sample with 190 articles. Then, in order to limit the analysis to articles that had sustainability as a central subject (and did not just mention sustainability), we used the filters of the journals’ database systems to select only articles that had “sustainability” among their keywords, which resulted in a final sample of 62 articles, distributed into 9 journals.

Table 1
Sample of articles

Title:	Articles on sustainability	Sustainability as a keyword
Brazilian Administration Review	9	6
Brazilian Business Review	7	3
Cadernos Ebape.Br	31	8
Organizações & Sociedade	25	8
Revista de Administração	31	6

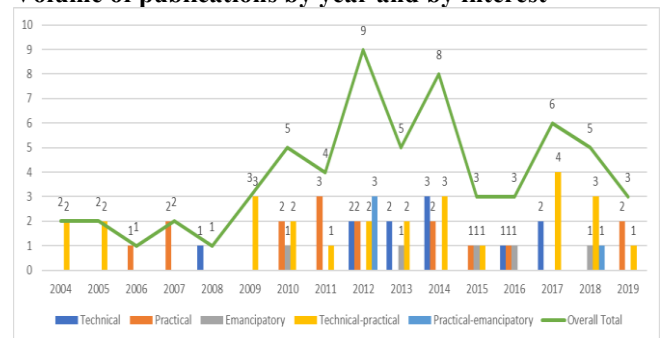
Contemporânea

Revista de Administração de Empresas	25	8
Revista de Administração Pública	34	13
Revista de Administração (FEA-USP)	15	8
Revista Brasileira de Gestão De Negócios	13	2
TOTAL	190	62

Source: the authors, 2019.

The quantitative analysis consisted of applying basic statistical techniques to assist in the description of the analyzed data. Percentages were used in order to: Describe the proportions of articles by methodology and cognitive interests, as well as demonstrate the asymmetry of articles by journal and by cognitive interests. Additionally, totals were used to identify the most productive authors and create Figure 1 (volume of publications by year and by interest).

Figure 1
Volume of publications by year and by interest



Source: the authors, 2019.

The qualitative analysis was carried out through a categorization based on the inductive identification of data segments, understood as significant units that revealed information that was relevant for the study. To enable the analyses, the segments were grouped into categories. It is worth noting that categories or typologies can be extracted from an author’s theory or research goals, or from the researcher themselves (Merriam,

2009). In the study at hand, the categories were established to categorize texts according to their cognitive interests (Habermas, 1990/1968). The objectives and general content of the articles were examined to find their relationship with the characteristics of each interest from the Habermasian perspective.

Results presentation and interpretation

Presentation of data

The analysis of the goals, methodologies, and content of the articles allowed the categorization of the studies according to the characteristics of Habermas' cognitive interests (1990/1968), as explained in Chart 1. It was observed that the studies were guided both by a single interest (51.61% of the total articles) and by combinations of interests (48.39%). The articles guided by only one interest are subdivided into technical (17.74%), practical (25.81%) and emancipatory (8.06%). In turn, the articles guided by combinations of interests were divided into "technical-practical" (41.94%) and "practical-emancipatory" (6.45%). When separated into pure interests, the proportions are 34% for technical interests, 50% for practical interests, and 16% for emancipatory. When considering mixed approaches, the proportions are 87% for technical-practical and 13% for practical-emancipatory. Table 2 summarizes this classification. Thus, studies guided by pure interests employ just one methodological approach, while studies with a combination of interests use both qualitative and quantitative approaches.

Chart 1.

Categories of analysis

Cognitive interest	Characteristics
Technical	A search for control, measurement, prevention, causal relations, laws that govern the phenomenon, manipulation of environments, and a posteriori confirmation of hypotheses through systematic observation.
Practical	It aims at an intersubjective

	understanding of the communication, interpretation, and comprehension of the meaning of a situation, what people think and feel; it seeks to improve mutual understanding
Emancipatory	It aims to denounce existing forms of domination and exploitation; it is concerned with the role of power in institutionalizing and maintaining configurations of oppression, confusion, and suffering; it aims to promote autonomy, responsibility, and emancipation.

Source: the authors, 2019.

Note: Based on Stablein and Nord (1985), Habermas (1990/1968), Rodrigues (1998, 2004) and Paes de Paula (2015, 2016).

Table 2

Cognitive interests that guide the production on sustainability in the field of Administration and methodology

Interests	Methodology	Number of articles	Proportion of articles
Technical	Quantitative	11	17.74%
Total Technical		11	17.74%
Practical	Qualitative	16	25.81%
Total Practical		16	25.81%
Emancipatory	Qualitative	4	6.45%
	Qualitative-quantitative	1	1.61%
Total Emancipatory		5	8.06%
Technical-practical	Qualitative	20	32.26%
	Qualitative-quantitative	6	9.68%
Total Technical-practical		26	41.94%
Practical-emancipatory	Qualitative	4	6.45%
Total Practical-emancipatory		4	6.45%
Overall Total		62	100.00%

Source: the authors, 2019.

As for the volume of publications per year, Figure 1 shows that the years with the greatest volume of publications were 2012 (15% of the total), 2014 (13% of the total) and 2017 (10% of the total). Regarding the interests that guide knowledge, it can be seen that, from 2004 to 2019—the years of the first and last article of the

sample—the Brazilian studies related to the theme of sustainability in the field of Administration have been guided by technical and practical interests, taken separately, but mainly in a complementary fashion. Not until 2010 can we see the emergence of studies with more critical perspectives, with an emancipatory bias (emancipatory and practical-emancipatory interest). Although in a smaller number and without systematic regularity, since then, practical-emancipatory and emancipatory interests have also guided the academic productions.

When observing the journals that account for the publication of the analyzed articles, we identified that *Revista de Administração Pública* (RAP) presented the highest number of publications, 13 (21% of the total), followed by the journals *Cadernos EBAPE.BR* (CEBAPE), *Organizações & Sociedade* (O&S), *Revista de Administração de Empresas* (RAE), and *Revista de Administração* (RAUSP) (FEA-USP), with 8 articles each (13% of the total articles). Together, these journals account for 73% of publications. It is worth noting that of the analyzed journals, three are associated with Fundação Getulio Vargas (FGV), and that 47% of the articles that have sustainability as one of their keywords belong to this set.

The analysis of the articles also showed that RAP was the first journal to publish articles that contained sustainability as one of its keywords, having published both articles in 2004. Regarding 2012, the year with greatest publication volume, articles related to sustainability were only not published the *Brazilian Administration Review* (BAR), *Brazilian Business Review* (BBR), and *Revista de Administração Contemporânea* (RAC), which belong to the Brazilian National Association of Graduate Studies and Research in Administration (ANPAD). However, the last two were published in the following year. Table 3 shows the proportion of cognitive interests in articles by journal. Works guided by technical-practical interests are present in nearly every journal; emancipatory research does not have as much space.

Table 3

Proportion of cognitive interests in articles by journal

Journal	TC	PC	EM	TC-PC	PC-EM
BAR	9.09%	0.00%	0.00%	15.38%	25.00%
BBR	18.18%	0.00%	0.00%	3.85%	0.00%
CEBAPE	0.00%	6.25%	20.00%	15.38%	50.00%
O&S	0.00%	6.25%	20.00%	19.23%	25.00%
RAC	0.00%	12.50%	0.00%	15.38%	0.00%
RAE	9.09%	25.00%	20.00%	7.69%	0.00%
RAP	18.18%	25.00%	40.00%	19.23%	0.00%
RAUSP	36.36%	25.00%	0.00%	0.00%	0.00%
RBGN	9.09%	0.00%	0.00%	3.85%	0.00%
TOTAL	100%	100%	100%	100%	100%

Source: the authors, 2019.

Note: Interests: Technical (TC), Practical (PC), Emancipatory (EM), Technical-Practical (TC-PC) and Practical Emancipatory (PC-EM).

Observing the articles made it possible to observe some information about the authors. In all, 155 researchers signed the 62 articles analyzed, and only 7 articles (11% of the total) were written by a single author, while the others were produced by two or more authors. The most productive researchers in terms of articles with “sustainability” as one of the key terms of their study were Ana Paula Ferreira Alves, Joao Carlos da Cunha, and Sieglinde Kindl da Cunha, with 3 articles each (5% of the total). Other authors who produced at least two works were Ana Carolina Salles, Farley Simon Nobre, Guilherme Lerch Lunch, and Simone Sehnem. Combined, the first and second groups of most productive authors were responsible for 27% of the publications. It is worth noting the occurrence of co-authorship among the most productive authors themselves: João Carlos da Cunha and Sieglinde Kindl da Cunha produced two articles together, and Ana Paula Ferreira Alves, Ana Carolina Salles, and Guilherme Lerch Lunch signed 2 articles in co-authorship. Regarding the cognitive interests that guided these authors, it can be seen that they do not have an emancipatory interest; rather, they concentrate their productions on works with a technical (24%) and a practical interest (29%), and mainly by combining both interests (47%).

Another finding of our study was about the institutions with which the authors are associated. A total of 75 different institutions participated in the production of the analyzed articles. The ones that stood out were the Federal University of

Espirito Santo, with 10 authors (approximately 7% of the total), Fundação Getulio Vargas (EAESP), with 9 authors (approximately 6% of the total), the University of São Paulo's Faculty of Economics, Administration, and Accounting, with 8 authors (approximately 5% of the total), Centro Universitário da Fundação Educacional Inaciana, and the Federal University of Parana, with 6 authors each (approximately 4% of the total). The other institutions have 5 or fewer authors affiliated with them.

Table 4
Cognitive interests of the most productive authors

Authors	Articles	TC	PC	EM	TC-PC	PC-EM
Sieglinde Kindl da Cunha	3				3	
João Carlos da Cunha	3	1			2	
Ana Paula Ferreira Alves	3	1	2			
Simone Sehnem	2		1		1	
Farley Simon Nobre	2				2	
Ana Carolina Salles	2	1	1			
Guilherme Lerch Lunardi	2	1	1			
TOTAL	17	4	5		8	

Source: the authors, 2019.

Note: Interests: Technical (TC), Practical (PC), Emancipatory (EM), Technical-Practical (TC-PC) and Practical Emancipatory (PC-EM).

Discussing the data: Interests that guide the production on sustainability in the field of Administration

The studies guided by a technical interest were the ones that, when dealing with sustainability, had as their main goal identifying relationships between variables, through mathematical modeling and statistical techniques. In general, they aim to examine the influences that a particular factor exerts on another, as well as the degrees and effects of a particular variable on another. There was also a study that sought to develop and validate a measuring instrument through statistics.

These studies were conducted through quantitative approaches, using several statistical techniques to analyze data that was previously available or collected through closed-ended questionnaires. The articles categorized under practical orientation proposed: To understand the meanings of theoretical concepts, discussing the definitions established by past studies and theories; based on the participants' views collected through interviews and observations, to understand the reasons, difficulties, benefits, and what is thought and felt in relation to practices, processes, programs, and situations associated with sustainability. These studies employed a qualitative approach, using theoretical essays, literature review, and case studies.

In turn, publications guided by an emancipatory interest aimed to understand the implementation process of sustainable programs, actions, and policies that operate through a logic that is distinct from capitalism. Likewise, they also intended to identify the obstacles that hinder or prevent the implementation of these practices. Studies were also carried out criticizing and denouncing the hegemonic ideologies underlying theoretical concepts, discourses, and practices associated with sustainability. These studies were mainly based on qualitative approaches, using literature review, interviews, case studies, and theoretical essays. Only one study adopted a double, qualitative-quantitative approach.

The "technical-practical" studies were primarily aimed at understanding concepts and relationships and proposing new models, or improving existing ones, related to the subject of sustainability. Technical interests are reflected in the consideration that the environment is manipulable and predictable, resulting in the construction of theoretical frameworks to be tested. It is assumed that when the requirements of the models are met, organizational actions related to sustainability will succeed. In addition, these studies also have a practical interest, as not only did they test existing models or apply statistical tests to understand the relationships between variables, but they sought to establish the

categories of the models they propose and to understand the relationships between the factors of a given situation—and to do so based on deeper discussions on the meanings of theoretical concepts found in the literature, and/or perceived through in-person observations and/or interviews, which were aimed at identifying how people understood a given situation or meaning. This perception is corroborated by the fact that these studies used qualitative or qualitative-quantitative approaches.

Finally, the articles categorized under practical-emancipatory interests sought to go beyond discussing the meanings of the theoretical concepts related with sustainability or assigned to practical situations, seeking to understand the power relations involved in the subject of sustainability, and whether relevant efforts are being made to change the dominant logic or if they are only aimed at maintaining the status quo. These studies were carried out from qualitative perspectives, using theoretical essays, literature review, interviews, and observations.

Given this scenario, we can see that the production of knowledge in Administration related to the theme of sustainability has been guided mainly by the technical-practical, practical, and technical interests, which combined represent 83.87% of the total articles. This is corroborated by the questions raised in our theoretical framework, such as the fact that the field of administration is predominantly functionalist (Westwood & Clegg, 2003; Vergara & Caldas, 2005). This implies an academic field that values measurement, the identification of causal relationships, of degrees of influence of one factor on another, the control and manipulation of social and natural environments to achieve organizational objectives, in this case related to sustainability. In addition, practical interests, whether associated with or separate from technical interests, are consistent with the idea that the notion of sustainability is vague and not consensual, there are several interpretations of the concept and the components that constitute sustainability, both in relation to its broader

definition and the one applied to organizations. (Dovers, 1996; Mol, 1997; Pierri, 2001; Hopwood et al., 2005; Montiel & Delgado-Ceballos, 2014).

The fact that most of these works are guided by technical-practical interests, 37.10% of the total, points to the authors' concern with overcoming the limitations that occur when choosing only one interest. Thus, they offer technical contributions that allow measuring sustainability and its components, understanding the relationships and degrees of influence between factors, as well as a better understanding of the meaning of the concept of sustainability and its derivatives, both by discussing past theories and research and/or through the perspectives of the people involved in the studies.

However, few studies on sustainability in the field of Administration are guided by an emancipatory interest. This finding is consistent with other research that indicates that organizational sustainability, although without a clear definition, stems mainly from the Brundtland definition (Florea *et al.*, 2012; Montiel & Delgado-Ceballos, 2014). In practice, this results in research that does not question deeply the sustainability associated with sustainable development, the factors that legitimize it, and the power relations in which the problem is immersed. Most of the studies focus only on discussing the idea of sustainability and its associated concepts, proposing some adjustments in the models of measurement or presenting new models. However, they do not worry about rethinking the very notion of sustainability that is currently legitimized, its limits and contradictions, or about suggesting real transformations. From a broader perspective, these theoretical productions thus contribute to reproducing or making small reforms in sustainability in a capitalist economic system. A system that, for many authors, is incompatible with the economic, environmental, and social aspects intended for sustainability (Pierri, 2001; O'Connor, 2002; Banerjee, 2003; Hopwood et al., 2005; Foster, 2012).

Analysis of the publication years

By analyzing the year of publication of the articles, it was observed that publications on the theme of sustainability (articles that have this term as a keyword) in the main Brazilian journals of Administration had their beginning in 2004. This information seems to point to a certain delay in Brazilian research on sustainability in the field of Administration, since the main journals in this field began to publish on the subject only 17 years after the “Brundtland Report” (1987), which is widely considered as a milestone in the popularization of the debate on sustainability (Dovers, 1996; Mol, 1997; Pierri, 2001; Hopwood *et al.*, 2005). Even Rio-92 does not seem to have aroused a great interest among Administration researchers in the subject, since not until 12 years later did publications begin. These findings, however, are consistent with the study carried out by Hopwood *et al.* (2005) that point 1995 as the year in which the first mention of corporate sustainability is found; therefore, the lack of interest in the subject in the field of Administration was not an isolated characteristic of Brazilian research.

However, even if we consider 1995 as an initial milestone for the discussion on sustainability in the field of Administration, a delay is observed in Brazilian academe, since not until 10 years later did the subject begin to be addressed in the main Brazilian journals. Since then, not a year has passed without the publication of at least one study on the subject. This shows that, once the discussion had started, in the next 16 years, sustainability has never ceased to be a concern of scholars in the field of Administration. It should be noted that the year 2012 coincides with the Rio+20 event, which may have influenced the greater volume of publications occurring that year, as well as the greater numbers in the two previous years (in preparation for the event) and the two subsequent years (a consequence of the event). Considering the period from 2010 to 2014, in which Rio+20 was held, we have 50% of the publications. It can also be seen that there is a drop

in the volume of publications in 2015 and 2016. In 2017 there is a new increase, but in 2019 the number of articles drops again. This new increase may be related to the environmental crime of Brumadinho (MG), which occurred in 2015. Given this irregular volume of publications, it is worth inquiring whether the Brazilian academic production has been concerned with sustainability only in periods when major events related to sustainability are receiving attention from a large public. Regarding the period from 2010 to 2014, in which Rio+20 occurred, the interests that prevailed in this time-frame were technical-practical (32%), practical (29%), and technical (23%), leaving little space for works with an emancipatory (6%) or a practical-emancipatory interest (10%). Even in the years following the Brumadinho tragedy (2015), research with some emancipatory interest represents a smaller volume.

This data strengthens the view that Administration was and still is an overly technical study field, guided by technical interests that are characteristic of a functionalist approach, which has long been the predominant one in this knowledge field (Burrell; Morgan; 1979, Gladwin *et al.*, 1995; Vergara & Caldas, 2005). At the same time, it has been a field that reflects the lack of consensus around the concept of sustainability (Pierri, 2001; Montiel & Delgado-Ceballos, 2014), so that throughout this period the studies have sought to debate the meaning of such a vague term. In sum, when it comes to sustainability issues, most scholars of Administration have been seeking to meet the technical demands of organizations and the hegemonic theoretical approaches in Administration, while also seeking a better understanding of what sustainability means. This is consistent with the study conducted by Luca, Cardoso, Vasconcelos, and Pontes (2014), which aimed to investigate the theoretical perspectives on environmental sustainability in the scientific production published in the annals of the Meeting of the National Association of Graduate Studies and Research in Administration (ENAMPAD) (from the 2003 to the 2010 edition) and in *Revista de Gestão Social e Ambiental* (in its four-monthly

editions from 2007 to 2010). According to that study, theoretical-empirical approaches predominate in the field of Administration and are concerned with the production and analysis of data, empirical and factual control, and the reconstruction of theories, concepts, and ideas in order to improve theoretical foundations. However, we emphasize that inasmuch as our study shows the small presence of emancipatory interests in the Brazilian production on sustainability, it denounces that these studies contribute to the reproduction of a functionalist mainstream established about this theme, without presenting a significant impetus for radical changes.

Analysis of journals

Regarding journals, it can be seen that works guided by technical-practical interests are present in almost every journal. Although *Revista de Administração* (FEA-USP) does not present works with the conjunction of technical-practical interests, it accounts for 36.36% of the articles associated with technical interests and 25% of the publications with a practical interest. Therefore, studies with these two interests have a broad space for publication and are accepted by all the journals. However, this does not occur with studies guided by an emancipatory or practical-emancipatory interest, since only 5 of the 9 journals presented publications with these interests.

A remarkable role is played by the FGV journals, namely *Cadernos EBAPE.BR*, *Revista de Administração de Empresas*, and *Revista de Administração Pública*, which combined published 80% of the articles guided by emancipatory interests. The journal *Cadernos EBAPE.BR* also published 50% of articles with a practical-emancipatory interest. The remaining 20% of the emancipatory works belong to the journal *Organizações & Sociedade*, published by UFBA, and the other 50% of studies with a practical-emancipatory interest are distributed among the *Brazilian Administration Review* from ANPAD (25%) and *Organizações & Sociedade*

(25%). This data shows that the space for the publication of articles on sustainability with a more critical bias is 44% smaller (5 of 9 journals) than that for papers that are aligned with, or do not seek major changes in the status quo of the subject.

Thus, it is worth inquiring whether the small volume of publications guided by an emancipatory or practical-emancipatory interest is not the result of the publishing policies of the journals, since in the observed scenario there are fewer journals that are open to publishing articles with a critical bias. According to Westwood and Clegg (2003), publications are the main product of theoretical activity; however, there is a dominant publishing policy in organizational studies that prevents the proliferation of research with approaches not in line with the functionalist perspective, which is hegemonic in the field. Therefore, the journals are ultimately one of the most influential factors, if not the main one, for determining the types of interests that guide research in a given field of knowledge. Thus, according to the data obtained by the study, the main Brazilian journals point to a disfavor towards emancipatory epistemologies in the construction of knowledge related to sustainability.

Analysis of the authors and the institutions they are associated with

Given the collected data, it can be seen that the main authors in the field are not guided by an emancipatory interest, focusing their productions rather on works with a technical or practical interest, and mainly with a combination of both. From these data, a question is raised about the productivity of the main authors: Would they be the most productive ones if they carried out studies with some emancipatory interest? In the previous section, we observed that all the journals in the sample are open to publications with technical and practical interests, which does not occur with studies that have an emancipatory bias. Since researchers need to publish articles, do they not want to produce critical work, or do they just fail to do so in order to have a reasonable volume of

publications that academia expects them to have?

In turn, when we examine the cognitive interests “encouraged” by the educational institutions with greatest participation in the production of articles related to sustainability and to which the authors are associated, there is a predominance of technical and practical interests. It is observed that only the University of Fortaleza and the University of Sao Paulo have the majority of their works guided by an emancipatory interest. However, it is not possible to affirm that emancipatory interests are a characteristic of both universities. This is because of the 3 studies from the University of Sao Paulo, two were produced exclusively by researchers associated with that institution, one being guided by an emancipatory interest, and the other, by a practical interest. The other article with an emancipatory orientation was written in partnership with researchers from Anhembi Morumbi and Zetesis Tecnologia Educacional. In relation to the three publications from the University of Fortaleza, two were written by researchers from that university and are divided into a work with a technical-practical interest and one with an emancipatory interest. The other article guided by an emancipatory interest was produced in partnership with the Federal Institute of Education, Science, and Technology of Pará and the Federal University of Santa Maria.

Therefore, no institutional center exists that encourages critical productions, which also points us back to the previous questioning about publishing policies. Even if the institutions were to encourage the production of works with an emancipatory interest by their affiliated authors, would there be room for these studies in the main journals, or would such studies necessarily lead to their authors no longer being able to publish in journals that are relevant at the national level? We know that there is a strong relationship at the national level between studies by authors in relevant journals and the status of the institutions they are associated with. These questions point to a need for a profound change in the field of Administration and its policies if this knowledge field is interested in promoting real theoretical and

practical transformations via emancipation and not only adaptations to the established mainstream on sustainability.

Finally, based on the data collected about the authors’ fields of activity, a certain inconsistency can be seen in the studies on sustainability in the field of Administration. This is because, although many researchers recognize the need for a multidisciplinary debate on this subject (Kallio & Nordberg, 2006; Starrick & Kanashiro, 2013), in practice, Brazilian studies on it have been carried out massively by scholars of Administration, with little participation of researchers from other disciplines.

Interests and sustainability

In view of the observed scenario, it is possible to infer that the studies on sustainability in the field of Administration have developed in a partial manner, blocking the dialectics of knowledge generation that should involve all three cognitive interests (Habermas, 1990/1968; Paes de Paula, 2016). This is because they are guided mainly by technical and practical interests, with little commitment to studies oriented by an emancipatory interest. However, if we are to agree with Stablein and Nord (1985) that emancipatory interests are responsible for reflecting on the assumptions considered as certain by the technical interest approaches, as well as involving reflections on the adequacy of shared meanings that is inherent in the practical interest approaches, then emancipatory interests are the ones that can instigate the search for new theories by questioning past studies and their real effectiveness in solving the problems related to sustainability.

The appeal for new theories in the field of Administration to address sustainability is old, as seen in the study by Gladwin et al. (1995), which proposes an epistemology focused on sustainability as opposed to technocentric and ecocentric perspectives. However, this encouragement seems to have been largely neglected. Recent research continues to point out

the predominance of traditional theories that value an anthropocentric/technocentric paradigm; however, “none of the traditional management theories seems to adequately reflect the essence of sustainability challenges” (Starrick & Kanashiro, 2013).

The scarcity of critical approaches reflects sustainability as a not yet mature field of study in Administration, since an indicator of the maturity of a field lies in its ability and willingness to be critically introspective in relation to its development and status. This introspection is not entirely absent from organizational studies on sustainability, but there has been no essential change in the fundamental orientation of its academic discourse (Kalli & Nordberg, 2006). According to Banerjee (2003), an emancipatory goal regarding sustainable development can only be achieved by a reconceptualization of notions such as progress and development, which were forged in a capitalist and technocentric Western context that strengthens economic and corporate interests and establishes the norms of development. This rethinking of concepts, their implications, and the development guidelines themselves needs to take place through more critical approaches to organizational theory that allow alternative ways of building knowledge. This means alternative ways of seeking development, and not alternatives to development.

In terms of sustainability views, the small presence of critical perspectives points to an academia that contributes to status quo and reform approaches according to the classification of Hopwood et al. (2005). In these authors' view, status quo approaches believe that the necessary changes in the political and economic structures of society and in human-environment relations to achieve sustainable development can be achieved within the current social structures; on the other hand, reformist approaches argue that adjustments are necessary, but without a total break with existing agreements. For them, reformist contributions are important, but it is essential to seek more radical views like the transformationist ones, which consider that the necessary changes can only be made through a radical modification

of the economic and social structures of society which are the roots of sustainability problems.

In sum, as the main Brazilian studies in the field of Administration privilege an orientation for technical and practical interests, these studies have strengthened the confused but institutionalized discourse of sustainable development in favor of maintaining an economic system that many authors consider incompatible with the ideals of sustainability itself (Pierri, 2001; O'Connor, 2012; Banerjee, 2003; Hopwood *et al.*, 2005; Foster, 2002). For the development of new approaches that can generate autonomous insights in relation to the contradictory ideal of sustainable development, it is imperative to guide studies via an emancipatory interest. However, as demonstrated in our study, research guided by an emancipatory interest seems to find obstacles to obtain a greater presence among the studies published in the most relevant Brazilian journals.

Final considerations

This article aimed to recognize the cognitive interests that guide the Brazilian academic production on sustainability in the field of Administration. To that end, a quantitative and qualitative approach was used for the analysis of data.

The results point to the predominance of technical-practical, practical, and technical guidelines in the studies. Works guided by emancipatory and practical-emancipatory interests appear in smaller numbers. With regard to sustainability, it seems that the academic scene analyzed remains concerned with the technicism inherited from the first organizational theories. Conceptual debates, as well as attempts to understand relationships between factors and provide more accurate models on sustainability, have relegated criticism to the background. Thus, a rather confusing idea of organizational sustainability is perpetuated that reproduces a way of thinking about sustainability as established by Brundtland—an ideal of sustainability that is questionable in many respects, given the

incongruities between capitalism and sustainability.

Among the limitations of the study, we highlight the period analyzed and the concentration of the sample in the Administration field. Regarding both time and field, extending the scope can expand the reach of results, even if to reinforce the alignment between the predominant type of interest (as diagnosed by the study) and the constitution of the field. Future research could expand the sample.

It is also suggested that further research includes emancipatory interests as a driver of discussions. This way, it is expected that the cognitive interest dynamics that develop knowledge becomes more complete. Emancipatory interests allow reflecting on the theoretical and practical fields, originating directions for significant change in “institutionalized” organizational theories and practices. So far, these seem insufficient to address the projected ideal of sustainability. Finally, it is also suggested that new studies are carried out based on Habermas’ theory of knowledge, approaching diverse samples or themes. Conducting further research would reinforce the potential of Habermas’ theory of knowledge as a classificatory method of research in Administration.

References

- Burrell, G., & Morgan, G. (1979). *Sociological paradigms and organizational analysis: elements of the sociology of corporate life*. Hants: Ashgate.
- Banerjee, S. B. (2003). Who Sustains Whose Development? Sustainable Development and the Reinvention of Nature. *Organization Studies*, 23(1), 143-180.
- Fell, A. F., Rodrigues, J., Filho, & Oliveira, R. R. (2008). Um estudo da produção acadêmica nacional sobre gestão do conhecimento através da teoria do conhecimento de Habermas. *Journal of Information Systems and Technology Management*, 5(2), 251-268.
- Luca, M. M. M. de., Cardoso, V. I. C., Vasconcelos, A. C. de., & Pontes, A. B. (2014). Análise da produção científica referente à temática de sustentabilidade em pesquisas da Administração. *Administração: Ensino e Pesquisa*, 15(3), 469-500.
- Dovers, S. R. (1996). Sustainability: Demands on Policy. *Journal of Public Policy*, 16(3), 303-318.
- Favoreto, R. L., & Nogueira, A. J. F. M; Bannwart Júnior, C. (2020). Problematizando o conceito de responsabilidade social empresarial: implicações de uma leitura multidisciplinar. *Scientia Iuris*. Londrina, 24(1), 55-77.
- Florea, L., Cheung, Y. H., & Herdon, N. C. (2013). For All Good Reasons: ROLE of Values in Organizational Sustainability. *Journal of Business Ethics*, 114(3), 393-408.
- Freitag, B. (2005). *Dialogando com Habermas*. Rio de Janeiro: Tempo Brasileiro.
- Freitas, J. (2019). *Sustentabilidade: direito ao futuro*. Belo Horizonte: Fórum.
- Foster, J. B. (2012). A ecologia da economia política marxista. *Lutas Sociais*, 28, 87-104.
- Gil, A. C. (2010). *Como elaborar projetos de pesquisa*. 5. ed. São Paulo: Atlas.
- Gladwin, T., Kennelly, J., & Krause, T. (1995). Shifting paradigms for sustainable development: implications for management theory and research. *Academy of Management Review*, 20(4), 878-907.
- Habermas, J. (1990). *Conocimiento e interés*. (Jiménes, M., Ivars, J., Santos, L. M., Trad.) Buenos Aires: Taurus. 348 p. Título original: Erkenntnis und Interesse publicado em 1968.
- Habermas, J. (2002). *Técnica e ciência como Ideologia*. (2ª ed., M. Artur, Trad.). Coimbra: Edições 70, 149 p. Título original: Technick und Wissenschaft als Ideologie publicado em 1968.
- Habermas, J. (2012). *Teoria do agir comunicativo: sobre a crítica da razão funcionalista*. (Soethe, P. A., Trad.). São Paulo: Martins Fontes, v. II. Título original: Theorie des Kommunikativen Handelns publicado em 1981.
- Harvey, D. (2020). *Os sentidos do mundo: Textos essenciais*. São Paulo: Boitempo.

- Honeth, A. (2023). Existe um interesse emancipatório do conhecimento? *Política e Sociedade*, 22(53), 15-44.
- Hopwood, B., Mellor, M., & O'Brien, G. (2005). Sustainable development: Mapping different approaches. *Sustainable Development*, 13, 38-52.
- Inocência, E., & Favoreto, R. L. (2020). Contribuições Sociológicas de Jürgen Habermas para os Estudos Organizacionais. *Revista Pensamento Contemporâneo em Administração*, 14(1), 124-145.
- Inocência, E. R., & Favoreto, R. L. (2022a). Contribuições sociológicas do pensamento Habermasiano para os Estudos Organizacionais: um estudo da produção internacional em administração. *Revista Administração Em Diálogo - RAD*, 23(3), 9-28.
- Inocência, E. R., & Favoreto, R. L. (2022b). Distorções comunicativas em relatórios de sustentabilidade: uma análise pautada no pensamento habermasiano. *Cadernos EBAPE.BR*, 20(4), 543-556.
- Lara, L. G. A., & Vizeu, F. (2019). O potencial da frankfurtianidade de Habermas em estudos organizacionais. *Cadernos EBAPE. BR*, 17(1), 1-11.
- Layrargues, P. P. (2017). Anti ecologismo no Brasil: reflexões ecológicas sobre o Modelo do desenvolvimentismo-extrativista-predatório e a Desregulação ambiental pública. In: M. M. D. Oliveira, M. Mendes, & C. M. Hansel., S. Damiani (Orgs). *Cidadania, Meio Ambiente e Sustentabilidade*. Caxias do Sul: EDUCS. 325-356.
- Levy, W.; Massonetto, L., F. (2020). Habermas, 90 anos: a relação entre conhecimento e interesse e a atualidade da teoria crítica. *Dissertatio*, 9, 75-78.
- Merriam, S. B. (2009). *Qualitative research: a guide to design and implementation*. San Francisco: Jossey-Bass, 2009.
- Michelsen, G., Adombent, M, Martens, P., & Hauff, M. (2016). Sustainable development: background and context. In H. Heinrichs, P. Martens, G. Michelsen, & A. Wiek (Eds.), *Sustainability science: an introduction*. Dordrecht, Netherlands: Springer, 5-29.
- Mol, A. P. J. (2000) A globalização e a mudança dos modelos de controle e poluição industrial: a teoria da modernização ecológica. In S. C. Herculano, M. F. S. Porto & C. M. Freitas (Orgs.) *Qualidade de vida e riscos ambientais*. Niterói: EdUFF.
- Montiel, I., & Delgado-Ceballos, J. (2014). Defining and measuring corporate sustainability: Are we there yet? *Organization & Environment*, 27(2), 113-139.
- Nobre, M. (2008). *A teoria crítica*. 2 ed. Rio de Janeiro: Jorge Zahar.
- Oliveira, B., & Santos, L. M.. (2021) *Diálogos com a mãe Terra: sustentabilidade integradora*. 1 ed. Rio de Janeiro: Pachamama.
- O'Connor, J. (2002). ¿Es posible el capitalismo sostenible? In H. Alimonda (org.) *Ecologia política. Naturaleza, sociedad y utopia*. Buenos Aires: CLASCO, p.27-52.
- Paes de Paula, A. P. (2016). Para além dos paradigmas nos Estudos Organizacionais: o círculo das matrizes epistêmicas. *Cadernos Ebape.BR*. 14(1), 24-46.
- Paes de Paula, A. P. (2015). *Repensando os estudos organizacionais: por uma nova teoria do conhecimento*. Rio de Janeiro: Editora FGV.
- Pierri, N. El Proceso histórico y teórico que conduce a la propuesta del desarrollo sustentable. In: N., Pierri & G. Foladori (Eds.) *Sustentabilidade? Desacuerdos sobre el desarrollo sustentable*. Montevideo: Trabajo y Capital, 2001.
- Régio, B. A., Alencar, R. V., & Oliveira, M. C. (2022). A divulgação de práticas corporativas voltadas para a inclusão da população LGBTI. *Revista Direito GV*, 18(2), 1-31.
- Rodrigues, J. Filho. (1998). Desenvolvimento de diferentes perspectivas teóricas para análise das organizações. *Revista de Administração Pública*, 32(4), 163-175.
- Rodrigues, J. Filho. (2004). Um estudo da produção acadêmica em Administração Estratégica no Brasil na terminologia de Habermas. *Revista de Administração de Empresas*, 3(2), 1-16.
- Stablein, R., & Nord, W. (1985). Practical and emancipatory interest in organizational symbolism. *Journal of Management*, 11(2) p.13-28.
- Starrick, M., & Kanashiro, P. (2013). Toward a theory of sustainability management: Uncovering and integrating the nearly obvious. *Organization & Environment*, 26(1), 7-30.

Vergara, S. C., & Caldas, M. P. (2005). Paradigma interpretacionista: a busca da superação do objetivismo funcionalista nos anos 1980 e 1990. *Revista de Administração de Empresas*, São Paulo, 45, 66-72.

Westwood, R., & Clegg, S. (2003). The discourse of organization studies: dissensus, politics, and paradigms. In Westwood, R.; Clegg, S. (Eds.). *Debating organization: point-counterpoint in organization studies*. Oxford: Blackwell Publishing, 1-41.