

Management Is [*Fill in the Blank*]: Making Sense of an Ideological Praxis through Textual Analysis

Ross A. Jackson

Department of Business & Economics, Wittenberg University, Springfield, OH, USA
Email: jacksonr@wittenberg.edu

How to cite this paper: Jackson, R. A. (2025). Management Is [*Fill in the Blank*]: Making Sense of an Ideological Praxis through Textual Analysis. *American Journal of Industrial and Business Management*, 15, 315-361.
<https://doi.org/10.4236/ajibm.2025.152016>

Received: January 25, 2025

Accepted: February 22, 2025

Published: February 25, 2025

Copyright © 2025 by author(s) and Scientific Research Publishing Inc.
This work is licensed under the Creative Commons Attribution International License (CC BY 4.0).

<http://creativecommons.org/licenses/by/4.0/>



Open Access

Abstract

Existentially, few would willfully commit themselves to persistent subjugation. Professionally, many are willing to do so daily as a routine part of their work. Management, as an ideological praxis, is accepted more than it is either understood or resisted. The understanding of management held by the fragmented-social collective does not extend far beyond its common definition as the process of planning, organizing, leading, and controlling an organization's resources to effectively achieve specific goals and objectives efficiently. Within that common definition of management, there are aspects open to critique. However, acceptance of the position and function of management persists as the dominant paradigm within society. A deeper examination into the praxis of management holds the potential to reveal compelling points of solidarity, action, and resistance. In this study, the comprehensive sentences containing the phrase *management is* found in the top 100 most-relevant, peer-reviewed, full-text, PDF articles, written in English, contained in EBSCOhost Academic Search Complete (n = 189) were analyzed in terms of content, sentiment, and theme. The results suggest that, at a minimum, management *is* multifaceted. Additionally, management was found to be frequently referenced but defined only sporadically (n = 61). Through the analysis, six management domains were identified: a) management, b) human resource management, c) knowledge management, d) organizational management, e) project management, and f) other. The sentiments of all six of these domains of management were universally positive, which could betray a wide-spread acceptance of management as an ideology within society. In terms of themes, *management*, and *organization* were frequently identified across the domains with the emancipatory theme of *diversity* appearing only within the domain of human resource management. To foster genuine solidarity and inspire transformative action, it is crucial to engage critically with the entrenched ideology of management, to transcend

and embrace a more inclusive and dynamic approach that values diversity and empowers workers.

Keywords

Business, Human Resources, Knowledge, Organizations, Projects, Sentiment

1. Introduction

Management is frequently discussed, generally accepted, but seldom critiqued within society. These confluences produce a paradox in which few would existentially commit themselves to the persistent subjugation that they willfully accept professionally as part of their daily work routine. This dynamic is a consequence of management as an ideology and organizational power (Jackson, 2022). Management, as an ideological praxis, is accepted more than it is either understood or resisted (Clegg et al., 2019; Harley & Fleming, 2021; Tourish, 2020). The understanding of management held by the fragmented-social collective does not tend to extend far beyond its common definition as the process of planning, organizing, leading, and controlling an organization's resources to effectively achieve specific goals and objectives efficiently (Giglioni & Bedeian, 2019; Griffin, 2022; Kotter, 2019). A fragmented-social collective refers to any group characterized by diverse and disconnected social ties, in which individuals maintain their identities and affiliations but lack cohesive interaction and shared purpose. Fragmentation arises from disconnected social ties where individuals maintain their distinct identities and affiliations without forming strong, unified bonds with others in the group. In organizational contexts, this phenomenon presents significant challenges for management. Employees may feel isolated or disconnected from the collective goals of the organization, leading to difficulties in fostering collaboration, engagement, and solidarity. The fragmented-social collective underscores the complexity of achieving authentic engagement within organizations where a common vision is not shared or where interpersonal connections are weak. An understanding of the concept of the fragmented-social collective is crucial for management because it highlights the challenges of fostering collaboration and unity in organizations where employees may feel isolated, necessitating targeted strategies to enhance authentic engagement and solidarity. Within the commonly accepted definition of management there are aspects that are open to critique. Many of these have been explored within Critical Management Studies (Lê, 2024; Spicer & Alvesson, 2024; Thayf et al., 2021). Despite these critiques, acceptance of management persists as a dominant paradigm within society (O'Shea, 2019; Pirson, 2019). A summary review of previous research on management provides insight into this phenomenon.

Aspects of management that are frequently critiqued include a lack of communication with workers (Kalogiannidis, 2020; Vanderhooft, 2021), leadership (Franken & Plimmer, 2019; Milosevic et al., 2020), decision-making (Abubakar et

al., 2019; Joseph & Gaba, 2020), employee engagement (Nienaber & Martins, 2020; Saks, 2022), diversity and inclusion (Fujimoto & Uddin, 2020; Lindberg, 2018), and ethics (McManus, 2018; Sang & Kirui, 2019). Whereas these critiques are informative, they leave management itself intact. Levying a critique against management itself is difficult due to asymmetric power dynamics, cultural norms, and institutional support (Berti & Simpson, 2021; Schnatterly et al., 2018). Issues associated with the inadequacies of the current understanding and definition of management are a popular as well as an academic concern. In an article for *Forbes*, Denning (2023) explained that “each definition of management has its proponents. Each definition arguably adds to our understanding of management. Yet all fall short of offering a coherent picture of how the subject of management fits together as a whole. As a result, management has yet to become a coherent intellectual discipline” (para. 4). From that summary review, a discernable gap is revealed in terms of research directed toward an understanding management as an ideological praxis based on a textual analysis of its definitions. This study aims to address that gap in knowledge.

This study is an examination of the comprehensive list of sentences containing the phrase *management is* found in the top 100 most-relevant, peer-reviewed, full-text, PDF articles, written in English, contained in EBSCOhost Academic Search Complete. These statements were analyzed in terms of content, sentiment, and theme. The results of this study suggest that management *is* a multifaceted phenomenon. Management was found to be frequently referenced (n = 189) but defined only sporadically (n = 61). Six management domains were identified: a) management, b) human resource management, c) knowledge management, d) organizational management, e) project management, and f) other. The sentiments of these six domains were universally positive, which could betray a wide-spread acceptance of management as an ideology within society. In terms of their respected thematic content, *management*, and *organization* were frequently identified across the domains. The emancipatory theme of *diversity* appeared only within the human resource management domain. A deeper examination into the praxis of management offered by this study holds the potential to reveal compelling points of solidarity, action, and resistance.

Since writing structure is influenced by intent (Reboulet & Jackson, 2021), this paper conforms to a general research format. Following this introduction (**Section 1**), there is a survey of literature (**Section 2**), which contains an overview of existent research on management ideology (**Section 2.1**), definition theory (**Section 2.2**), and definitions of management (**Section 2.3**). After the survey of literature, the research method (**Section 3**) and results (**Section 4**) are presented. To focus attention and enhance subsequent utilization, the results section is subdivided into subordinate sections on the statements related to management (**Section 4.1**), human resource management (**Section 4.2**), knowledge management (**Section 4.3**), organizational management (**Section 4.4**), project management (**Section 4.5**), and other (**Section 4.6**). The paper concludes with a review of the limitations

of the study (**Section 5**) and a conclusion (**Section 6**).

2. Survey of Literature

Previous research is useful for contextualization, avoiding duplication, and identifying gaps requiring additional study (Cooper et al., 2018; Dodgson, 2021; Lim et al., 2022; Snyder, 2019). Given the focus of this study, a review of prior research on management ideology (**Section 2.1**), definition theory (**Section 2.2**), and definitions of management (**Section 2.3**) was considered essential. From this review, the need for this textual analysis study focused on the ideological praxis of management was established.

2.1. Management Ideology

Management has been examined from a multitude of perspectives including organizational behavior (Kamran et al., 2023; Purwanto et al., 2021), strategy (Fuentes et al., 2020; Samimi et al., 2022), operations (Buer et al., 2021; Hilton et al., 2021), performance (Ardi et al., 2020; Gemeda & Lee, 2020), and corporate social responsibility (Javed et al., 2020; Zaman et al., 2022). Each of these areas is important and adds something to one's understanding of management. However important these areas are, examining them individually or collectively does little to make explicit the ideology residing at the core of management praxis. Jackson (2022) explained, "ideology haunts management" (p. 1), and that management as an ideology is "enacted by individuals who do so consciously in terms of structure and function, but unwittingly in terms of ideology" (p. 5). To understand the ideological praxis of management, it is essential to deconstruct it as an ideology.

Linking management and ideology is not new (Deem & Brehony, 2005; Jackson, 2022; Klikauer, 2019). The benefit of understanding the ideological praxis of management is not derived from its novelty but from its emancipatory potential. Examining management as an ideology allows one to understand the implicit systems of ideas that drive organizational behavior, policy, and worker subjugation. Doing so effectively requires an interrogation of how management can be considered an ideology. Deem and Brehony explained that management can be seen as ideological to "the extent to which such an ideology serves the needs and interests of managers" (p. 218). It is important to note that the ideological praxis of management is designed to serve the interests of managers, and by extension executives, but not those of workers. The interest of executives and management are those of the capitalist class not the working class (Jackson & Heath, 2024).

Capitalism requires the extraction of surplus value from workers (Marx, 1992; Braverman, 1974). Ideology plays a part of getting workers to willfully conform to their own subjugation. Klikauer explained, "there has been a longstanding and even intimate relationship between ideology and managerial activities" (p. 422), and that to sustain capitalism, management and ideology are "purpose directed and functional" (p. 425). Contributing to the robustness of the ideological praxis of management is that it simultaneously contains political and traditional

elements that are reinforcing and compensating. As Suzuki (2005) explained, whereas “the rise and decline of a management ideology can be strongly influenced by its political context...management ideology can retain certain traditional elements even after radical political changes” (p. 72). Confronting the ideological praxis of management, and overcoming its inherent subjugating consequences requires confronting the political and traditional elements of society. Confounding this problem is the close linkage between management and leadership.

Research by De Paula Xavier Vilela and Neto (2017) found that leadership, which is closely related with management, can be considered an ideology. A problem with confronting and transcending the ideological praxis of management is that it requires solidarity (Jackson, 2022), and dominant, social constructions of leadership focus on the individual (Alajmi, 2022; Gaiter, 2013). In short, what is needed to overcome the ideological praxis of management is precisely what is obfuscated by it. This results in a paradox. To the degree that the ideological praxis of management is successful, it can't be overcome; to the degree that the ideological praxis of management is unsuccessful, it doesn't need to be transcended. Only by critically assessing management as an ideology, can one identify and transcend the implicit constraints it imposes, and foster an environment in which authenticity and autonomy can flourish.

Ideological commitments residing in the core of management praxis can be revealed through an analysis of its definitions. Prior to examining prior research on definitions of management (Section 2.3), it is beneficial to explore research related to definition theory (Section 2.2).

2.2. Definition Theory

Within the fields of communications and semantics, definitions are considered essential for establishing clarity and meaning between individuals and groups (Evans & Lucas, 2023; Paruzel-Czachura, 2023; Woods et al., 2022). Definitions also provide a framework for interpretation (Haig, 2020; Petts, 2020; Vlad 2020) and enable the exchange of ideas (Kühne et al., 2015; Thomas et al., 2017). In addition to these functions, definitions also perform the function of standardization (Stanković et al., 2022; Tamura, 2013). This process of standardization of meaning can have ideological implications (Bryce, 2013; Idrus et al., 2022). It is the research exploring linkages between definitions and ideological praxis, that is particularly useful here.

Definitions play an important role in the language that shapes and constrains one's thoughts and understandings. One is only partially aware of the extent to which language influences cognition and action. Hummel (2008) explained that “not only our conscious reason but our unconscious is structured by the language we are born into...We as human subjects are an effect of our language relationships” (p. 100). Consequently, the definitions one holds limit our understandings of self and potentialities. No definition can ever be complete. Johnson (1946) described that as terms are defined “we leave out certain details...We do not say all

about anything. There are no exhaustible subjects!” (p. 128). The selection to include some things and exclude others is at least potentially ideological. In his analysis of ideology, Mannheim (1949) explained how definitions imply a “stabilization oriented along the lines of collective activity,” that a definition “emphasizes and stabilizes that aspect of things which is relevant to activity and covers up...the perpetually fluid process underlying all things,” and that “every concept represents a sort of taboo against other possible sources of meaning” (p. 20). Ideology is as much an act of obfuscation as it is one of explication.

Ideologies are frequently conveyed through language, its definitions, and its deployment through communication. This can be examined by both what people say and what they mean by what they say. As noted by Van Dijk (2013), “ideologies are largely acquired, expressed, and reproduced by discourse,” with discourses being defined as the “social practices” through which “ideologies are acquired, used, and spread” (p. 176). In examining definitions for their ideological core, it is important to attune to the text, subtext, connotation, denotation, and sublimation. For Freedman (2000), “to analyze an ideology...is to categorize, elucidate and decode the ways in which collectivities in fact think...and unintentionally express the social patterns which that kind of thinking has developed” (p. 304). This is consequential. As Carmines and D’Amico (2015) explained “ideology in the public is constrained to how people think of themselves and society. This ideology includes ideas about who should rule, moral codes, and fundamental personal values as well as attitudes toward equality, freedom, and democracy” (p. 208). Transcending ideology, if possible, can only be achieved through conscious awareness. Examining definitions for their ideological praxis is an essential part of gaining that awareness.

Among the concerns associated with definition theory are ambiguity (Chandra et al., 2003; Yu et al., 2022a), context dependence (Jenkins et al., 2019; Nico et al., 2024), evolving language (Ellison & Reinöhl, 2024; Tacchella et al., 2020), and reductionism (Antić, 2021; Christmas & Khanlou, 2019). The propagation of ideology can be facilitated by reductionist definitions which oversimplify complex concepts to the point that all nuance and contradiction are lost. Such an oversimplification is observable when it comes to definitions of management (Section 2.3).

2.3. Definitions of Management

The ideological praxis of management exceeds its definition. Management *is* more than it portends. This excess of management beyond its semantic boundaries reflects the social acceptance of its ideological praxis. Denning’s (2023) critique of the definition of management (Section 1) suggests that the issue is not simply an academic concern but a popular one as well. Whereas concern with management, its definition, and its implications for individual and collective action are shared among different parts of society, there is unique benefit from examining definitions of management from an academic perspective, as it allows for systematic analysis and critique. Academic concerns with the definition of management exist

in terms of its ambiguity (Alvesson & Blom, 2022; George et al., 2023), the scope and boundaries of the discipline (Brendel et al., 2021; Jæger & Pedersen, 2020), its interdisciplinary nature (Danivska & Appel-Meulenbroek, 2021; Naderpajouh et al., 2020), its cultural contingency (Blader et al., 2020; Hadid & Al-Sayed, 2021), and difficulties associated with measurement and evaluation (Murphy, 2020; Sinambela et al., 2022). Examining a few definitions of management can help to illustrate these concerns.

Defining management is no easy task. In fact, in some respects the act of defining management forces one to simultaneously confront its inherent ambiguity and potential contradictions. Koontz (1961) acknowledged that “management has far from a standard meaning,” before then famously going on to define management as “getting things done through and with people” (p. 133). This definition makes explicit, at least obliquely, the manipulative potential of management. Management is likely best known in terms of its four functions. Schermerhorn (2011) defined management, as traditionally understood, as consisting of “the four functions of management...planning, organizing, leading, and controlling” (p. 16). These definitions, while common and revealing, are not the only ones available. Some definitions of management focus on its synthesizing quality. Magretta (2002), explained that management “rightly understood...is a liberal art, drawing freely from all the disciplines that help us make sense of ourselves and our world” (p. 3). Each of these definitions of management offers something, but not all, of what is packed into the term. In his groundbreaking book, *The Nature of Managerial Work*, Mintzberg (1980) explained, “although an enormous amount of material has been published on the manager’s job, we continue to know very little about it. Much of the literature is of little use, being merely endless repetition of the same vague statements” (p. 7). Later, Mintzberg (2009) asserted that “managing is neither a science nor a profession; it is a practice learned primarily through experience, and rooted in context” (p. 9). It is this contextual aspect of management that makes it so challenging to define and so amenable to critique.

Critiques associated with the definitions of management are not new (Koontz, 1961; Mintzberg, 1980). The persistence of such critiques suggests the inadequacy of definitions of management being offered for consumption. If management is an evolutionary discipline, part of the issue can be attributed to changes in the scope and content of management over time. Priest and Hallebone (2009) described that “the evolution of management thought and knowledge has not always displayed coherence” (p. 146). This lack of coherence makes it challenging to understand management as a discipline and as an ideological praxis. Further complicating the task, is the possibility that management itself is a social construction (Berger & Luckmann, 1967). As Alvesson and Deetz (2000) explained, management is a “social construction filled with history and political motives,” and that determining what management is “cannot be answered very well in the abstract” (p. 5). In addition to being a social construction, the political motives residing at the core of management as an ideological praxis contribute significantly to its

persistent ambiguity. Further examination of the definitions, sentiments, and themes of management is needed to transcend its subjugating influence.

Based on this review of the existent research of management ideology (**Section 2.1**), definition theory (**Section 2.2**), and definitions of management (**Sections 2.3**), a discernable gap has been revealed in terms of research directed toward a textual analysis focused on understanding what management *is*, and making sense of management as an ideological praxis. This study aims to fill that gap in the existent research. The method used in this study is presented next (**Section 3**).

3. Method

Making sense of the ideological praxis of management benefits from the context provided by research. This study made use of the textual analysis technique of KWIC (Jockers, 2014) to examine sentence-level occurrences of statements including the phrase *management is*. Focusing exclusively on the sentences with the phrase *management is* allowed for the most direct, and least contentious, examination of how management is defined and understood in its essence, revealing the ideological underpinnings and inherent assumptions within these definitions. The selected approach, while potentially contentious, highlights static and identity-based aspects of management, as opposed to broader functional definitions which could emphasize more abstract actions and processes. By concentrating on the most direct definitional statements, one can more effectively critique and analyze the ideological praxis of management, uncovering how these definitions perpetuate certain power dynamics and cultural norms. A five-step process was used for article identification, and was like the one used by Troyer et al. (2024). The first step required logging in to EBSCOhost Academic Search Complete. The second step entailed selecting the search screening criteria to include only full text, peer-reviewed, PDF articles that were written in English. The third step was to search for the phrase *organizational management*. When the results were generated, the list of articles were then sorted by relevance to the search phrase. The last step was to select the top 100 most-relevant articles. The rationale for selecting 100 articles and using only EBSCOhost centers on achieving a balance between comprehensive coverage and focused analysis, while ensuring the quality and relevance of the sources. By choosing 100 articles, the study secures a robust sample size that captures a wide array of perspectives and definitions related to management. This number is substantial enough to identify patterns and variations in how management is conceptualized across different contexts and disciplines, providing a comprehensive overview without being overwhelming. Limiting the selection to 100 articles allows for a manageable scope that facilitates detailed textual analysis, including sentiment and thematic analysis. This depth is essential for exploring nuanced insights into the ideological praxis of management, enabling a thorough examination of each article's content. EBSCOhost Academic Search Complete is a reputable academic database known for its extensive collection of peer-reviewed, full-text articles. Using this database ensures that the selected articles are of high

scholarly quality, relevant, and credible, which is crucial for rigorous academic research. By focusing on articles from a single, comprehensive database, the research maintains consistency in the type of content analyzed, facilitating clearer comparisons and conclusions about management ideology. As such, the selected approach strategically balances the need for comprehensive data with practical constraints on research scope and resources, ensuring meaningful insights into the ideological dimensions of management while maintaining scholarly rigor. Whereas the number of articles was arbitrary, it was considered sufficient for providing sufficient variability to glimpse the possible effects of context (Reboulet & Jackson, 2021). The selection protocol used for article identification and selection is presented graphically as **Figure 1**.

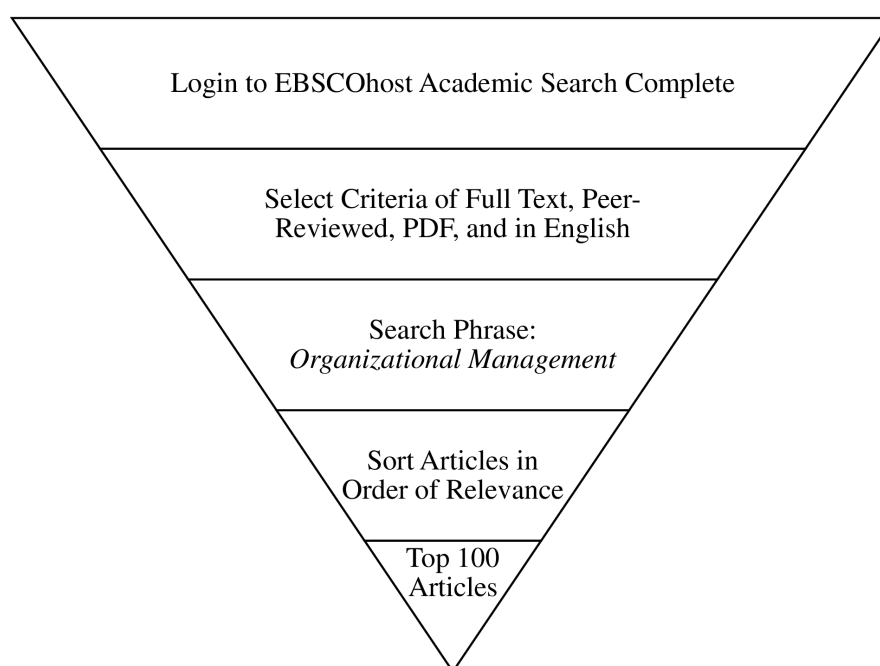


Figure 1. Data filtering process for article identification.

Once the top 100 organizational management articles from EBSCOhost Academic Search Complete were identified, using the data filtering process presented in **Figure 1**, each article was then searched for the phrase *management is*. The sentence for each identified occurrence of *management is* was transcribed into an Excel workbook containing four columns. The first column was for the number of a given occurrence of the phrase *management is* (e.g., 1, 2, ...n). If the statement containing the phrase *management is* was determined to be definitional in terms of its content it was marked by an asterisk (i.e., “*”). The second column was for the document number, which based on the constraints adopted for this study could range from 1 to 100 inclusive. The third column was for the page number of the article on which a given phrase occurred. The last column was for the sentence containing the phrase *management is*. The Excel workbook was then loaded into RStudio for sentiment and thematic analysis.

The sentence-level data previously described were analyzed within the free, RStudio, software environment (Boehmke & Jackson, 2016), using the *tidytext* (Silge & Robinson, 2017) approach. Numerous R packages were used to conduct this analysis. Loading the Excel file into RStudio made use of the *readxl* (Wickham et al., 2023a) and *xlsx* (Dragulescu & Arendt, 2020) packages. The textual analysis was conducted using the *dplyr* (Wickham et al., 2023b), *textdata* (Hvitfeldt & Silge, 2024), *tidyr* (Wickham et al., 2024), *tidytext* (Robinson & Silge, 2024), *tidyverse* (Wickham, 2023a), and *stringer* (Wickham, 2023b) packages. Sentiment analysis was conducted using both the Bing and AFINN sentiment lexicons, included in the *dplyr* package (Wickham et al., 2023a). Latent Dirichlet Allocation (LDA) was used for conducting the thematic analysis (Silge & Robinson, 2017) using the *topicmodels* (Grün & Hornik, 2024), *pdftools* (Ooms, 2024), and *tm* (Feinerer & Hornik, 2024) packages. The LDA topic modeling was constrained to four topics. By using fewer topics under LDA than the six groupings identified through the subject assessment, it was possible to derive the benefits of forcing a degree of coalescence among the subject themes while maintaining a degree of flexibility and variability among the categories. Assessing coherence scores was deemed unnecessary, in the context of this research, because the primary objective was to explore and map the diverse interpretations and definitions of management rather than to validate a specific thematic structure. By not focusing on coherence scores, the study could maintain an open-ended exploration that embraced the complexity and diversity inherent in management definitions, rather than being constrained by numerical measures of thematic consistency. In addition, these RStudio packages allowed for word and bigram frequency analyses, that were useful in providing additional context for interpretation of results. Subsequent validation of the results was considered unnecessary (Heath & Jackson, 2013).

The decision not to validate the identified themes and to include terms like *management* and *organization* as distinct themes, rather than filtering them out as noise, is rooted in the study's exploratory nature and its focus on understanding the ideological praxis of management. The research aims to uncover diverse interpretations and sentiments associated with management, rather than confirming predefined categories or hypotheses. This open-ended approach allows for a richer, more nuanced exploration of how management is constructed ideologically, providing insights into both commonalities and divergences in its definition. By including *management* and *organization* as distinct themes, the study acknowledges their centrality to the discourse on management practices. These terms are not merely noise but are integral to understanding the core concepts and recurring patterns within the literature. Their prevalence across different articles highlights their significance in shaping management ideology and praxis, making them essential for thematic analysis. Retaining these key terms as themes reflects their importance in capturing the essence of management discourse. Overall, the lack of validation underscores the study's aim to map out a broad landscape of ideas rather than narrow down specific conclusions. This approach

allows for an expansive investigation into how management is defined and conceptualized across various contexts, emphasizing both its multifaceted nature and ideological implications.

The method detailed here enabled an analysis of definitional statements of management. The results of this analysis point to the heterogeneity of conceptions of management to be found in published, academic works. Such an awareness points to the complexity of defining what management *is*, and what managers *do*. The results of this study are presented in the following section (**Section 4**).

4. Results

EBSCOhost Academic Search Complete was searched on 11 October 2024 using the previously described method (**Section 3**). Searching for the phrase *organizational management*, for full text, peer reviewed, PDF articles written in English resulted in the identification of 1444 articles. From that total, the top 100 most relevant articles were selected (the ordered list of articles is included in the **Appendix**). From those 100 articles, most ($n = 61$) contained the phrase *management is*, but many ($n = 39$) were found not to include the phrase. The number of times the phrase *management is* was found in the 100 articles selected ranged from a low of 0 ($n = 39$) to a high of 14 ($n = 1$). The distribution was determined to be positively skewed with a mode of 0, a median of 1, and a mean of 1.9 ($SD = 2.71$). A boxplot of the number of occurrences of the phrase *management is* per articles is presented as **Figure 2**.

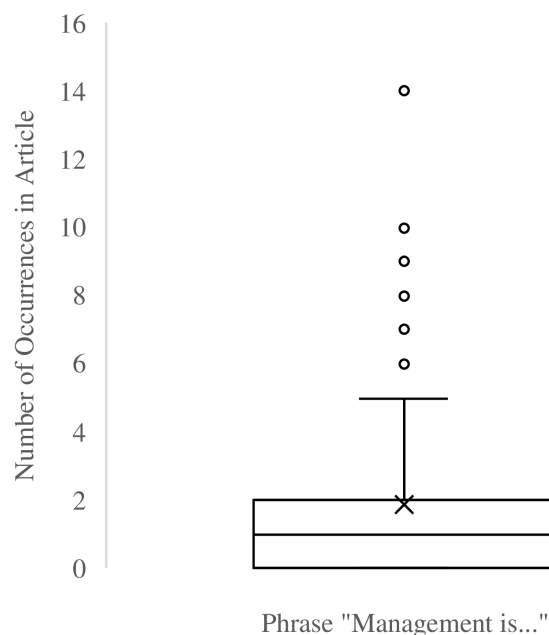


Figure 2. Boxplot of the number of occurrences of the phrase “management is” per article.

As indicated in **Figure 2**, the interquartile range extends from 0 to 2 ($M = 1.9$), with the upper bound of the boxplot extending to 5 occurrences per articles. Of

the 100 articles, 12 were found to be outliers in terms of the number of occurrences of the phrase *management is*. The outliers included articles with six ($n = 4$), seven ($n = 1$), eight ($n = 3$), nine ($n = 2$), ten ($n = 1$), and fourteen references ($n = 1$). In total there were 189 statements found to include the phrase *management is*, of which 61 (~32%) were determined to be primarily definitional in terms of content. These statements were categorized in terms of their dominant content, resulting in six overarching management domains: a) management, b) human resource management, c) knowledge management, d) organizational management, e) project management, and f) other. The subjective grouping approach used to identify these six management domains relied on an interpretive process grounded in researcher knowledge of management theories, rather than a rigid coding framework. No explicit coding framework was utilized. The approach involved a qualitative assessment of each occurrence of the phrase *management is* within selected articles, considering the context and nuances of each statement within the larger context of the article. The categorization of statements into the six thematic domains was based on their content and perceived focus. This approach emphasized flexibility over repeatability. To mitigate potential biases inherent in subjective analysis, an iterative, reflective practice was used, in which each statement was assessed three distinct times to ensure consistency in categorization. The number of statements, and respective percentages, are reported in **Table 1**.

Table 1. Sentiment & thematic analysis of six management domains.

Management Domain	Count	Percent
<i>Management</i>	39	20.6%
<i>Human Resource Management</i>	43	22.8%
<i>Knowledge Management</i>	35	18.5%
<i>Organizational Management</i>	31	16.4%
<i>Project Management</i>	13	6.9%
<i>Other</i>	28	14.8%
<i>Total</i>	189	100%

The domains of management ($n = 39$), human resource management ($n = 43$), knowledge management ($n = 35$), and organizational management ($n = 31$) were found to have roughly comparable numbers of the phrase *management is*. Project management ($n = 13$) had observably fewer occurrences of the phrase. The other category ($n = 28$) had a significant number of occurrences, but that result is an artifact of aggregation. That interpretation becomes apparent upon review of the actual statements within that domain (**Section 4.6**). Given the centrality of management to this study, those statements are presented first (**Section 4.1**).

4.1. Management Statements

There were 39 statements coded as management statements containing the phrase

management is (Table 1), which accounts for a little under 21% of the total number of statements in this study. Of these statements, 12 (~31%) were considered to be definitional. For analytic purposes these observations were coded as numbers 1 through 39 inclusive. Each of these 39 statements are included in Table 2, along with the corresponding document and page number. Within these statements, there were definitions along with descriptions of components of management. These components covered aspects of management including *conflict*, *participatory*, *performance*, and *self-management*. One might argue that each of these components could have been presented as its own set of results. A case can certainly be made for that approach. Ultimately the decision was made to include them under the overarching domain of management because they were considered to be component parts of management, that is something a typical manager would need to integrate into one's management style, rather than being a unique domain of management. The reader is encouraged to read each of the statements contained in Table 2, and determine if one agrees the selected treatment was appropriate.

Table 2. Comprehensive summary of management statements.

No.	Doc.	Page	Statement
1	12	1383	In addition, the organizational structure for management is poorly defined, and there is no seamless communication, information sharing and resource flow among elements of the system, an important principle in systems theory
2	14	11	Accordingly, for the managers to be able to engage and work with these processes, active support from top management is essential
3	15	451	Such management is based on the relatively low role of vertical management and the assignment of authority to self-regulation, horizontal links and personal responsibility at each link.
4	15	451	In post-Soviet states, vertical administrative management is still valid, although it does not correspond to modern social, psychological and managerial trends.
5	16	740	Shedding light on the role of leadership in conflict resolution, a study argued that constructive conflict management is a core leadership skill
6	19	7	Specifically, on the one hand, the process of self-management is driven by employees' intrinsic values, and the achievement of the organization's goals is a testament to employees' self-worth
7	19	7	Employee self-management is based on mutual trust between leaders and employees, such that leaders trust employees to be capable of accomplishing the established goals, and employees trust that they will receive set rewards for accomplishing such goals
8	19	14	The original driving force behind the role of self-management is rooted in the deep-seated needs of employees.
9	21	195	Hypothesis 1b: Upper-level abusive management is negatively related to middle-level supervisor organizational embodiment.
10	21	195	Hypothesis 2b: Upper-level abusive management is negatively related to middle-level supervisor psychological contract fulfillment.
11*	23	336	Management is responsible for ensuring that laws and guidelines are utilized correctly and optimally and reach the right decision level.
12	41	232	59 (19.7%) disagree while 6 (2%) were undecided about the question that Performance management is used as a measure for efficiency in an organization.
13*	58	20	Cooperative management (also called "participatory management ") is a kind of management style whose main characteristic is frequent use of group decision making.

Continued

14*	58	20	According to the World Bank, cooperative management is the sharing of duties, rights, and responsibilities among the primary stakeholders, especially the nation state and local communities (a report prepared by the World Bank regarding the International Workshop on Community-Based Natural Resource Management).
15*	58	20	According to the United Nations Food and Agriculture Organization (FAO), cooperative management is defined as a partnership agreement between government and the local community of resource users, and maybe agents like nongovernmental organizations, research institutes, and other stakeholders of resources, to share authority and responsibility for managing some resource (FAO Fisheries and Agriculture Department).
16	58	21	Cooperative management is not a simple mechanical technique that easily brings about quick results.
17*	58	23	Traditional cooperative management is concerned with decision making in which the government delegates (or transfers) part of its power (or authority) to others.
18	58	23	One of the main components of cooperative management is , in addition to resource management, the relationships existed among regulators, users, and other stakeholder individuals.
19	58	24	Results indicated that cooperative management is significantly associated with empowerment and mental health (Iranzadeh 2010).
20	58	26	Results indicated that cooperative management is significantly associated with empowerment and organizational justice perception of employees.
21	59	376	Performance management is widely used as tool for human resource or program management.
22	59	377	Thus, performance management is anticipated to improve organizational performance by enhancing individuals' job performance as well as employees' accountability in an organization (Cho & Lee, 2012).
23	60	2356	Employee management is highly dependent on leadership qualities (Bushra, Usman, Naveed, 2011; Dev, 2015).
24*	63	370	Management is derived from the word "to manage" which means to organize, arrange, or manage.
25	66	1219	In this study, the authors assume that one of the main objectives of management is to encourage behaviors that reinforce their specific rationality and the standardization of that rationality.
26	68	3095	Effective management is indispensable at every stage, from the initial idea or only a possibility, till a successful and valuable commodity or service, or a new and feasible internal procedure.
27	69	306	Such cynicism, especially towards management, is a function of the past performances of managers.
28*	81	928	According to the managerial grid presented, bureaucratic management is the intersection between the convergent managerial view and the maintenance practice.
29	81	929	This type of management is consistent with a model in which the individual is of the bureaucratic type, the culture is integration (Martin, 1992), and leadership is transactional (Bass, 1990).
30	83	277	Performance management is a relatively new concept, being assimilated to performance evaluation results.
31	84	369	While BPM represents a more operational management approach by which organizations maintain good performance on a daily basis, corporate performance management (CPM) is a typical approach with a strong strategic emphasis.
32*	85	199	Participatory management is a process in which employees are empowered to participate in organizational decision making, and through the wise use of participatory management, managers make decisions based on the collective expertise, experience and wisdom of their employees.
33	85	199	Karamian and Rouhani showed participatory management is significantly associated with all dimensions of OCB except for the forgiveness dimension.
34	89	83	Second, performance management is vital for reviewing employees' capabilities and assessing their productivity.
35*	92	6	Management is the process performed among a field of resources such as financial and human resources, in the absence of which the unit manager cannot fulfill its functions to acquire the programmed objectives.

Continued

36*	92	13	One of the responsibilities of the manager is to coordinate between human resources and material resources for the fulfillment of the objectives, and management is a social process that embraces planning, controlling, coordinating, and motivating.
37*	92	13	Management is the process of changing information to action.
38*	92	13	However, management is a science and art, with leadership being the main responsibility, but that is not the end of the story.
39	100	499	The group management is in transition, with two generations in charge at strategic positions.

Within the documents associated with the domain of management, the ideological praxis was defined in its classical sense. Faghih et al. (2016: doc. 92) provided the closest to the traditional definition of management by noting that “management is a social process that embraces planning, controlling, coordinating, and motivating” (p. 13). The traditional definition of management was phrased more succinctly by Faghih et al. when they explained that “management is the process of changing information to action” (p. 13). Definitions are often nuanced by the inclusion of context. Wiyono et al. (2020: doc. 63) provided historical context to the ideological praxis of management by noting that “management is derived from the word ‘to manage’ which means to organize, arrange, or manage” (p. 370). Beyond the traditional definition of management, which is generally and broadly accepted, and its historical context, authors sometimes decide to ground their definitions on an authoritative source. Nouri and Mousavi (2020: doc. 58) provided definitions of management from both the World Bank and the United Nations Food and Agriculture Department. The definitions from the global aid groups included atypical notions of management like *sharing* and *cooperation*. Other definitions within the management domain focused more attention on notions associated with authority and power.

Sleveland et al. (2022: doc. 23), described that “management is responsible for ensuring that laws and guidelines are utilized correctly and optimally and reach the right decision level” (p. 336). The definition provided by Sleveland et al. describes how management has the authority to administer laws and guidelines. Such authority can be extended to include how individuals act. According to de Nazaré Moraes Soares et al. (2020: doc. 66), “the main objective of management is to encourage behaviors that reinforce their specific rationality and the standardization of that rationality” (p. 1219). The control function of the ideological praxis of management, as revealed by this analysis of statements, can be extended to be both an authority for rule enforcement and individual behavior. If management, as traditionally defined, is about *control*, human resource management is at least partially about empowerment. The statements of the human resource management domain are presented in the following section (Section 4.2).

4.2. Human Resource Management Statements

There were more statements coded as dealing with human resource management

(n = 43) than any other domain of management identified in this study. These statements accounted for nearly 23% of the total, and were coded as observations 40 through 82 inclusive. Of those statements, 11 (~26%) were definitional. Within this domain were statements related to *career*, *collaboration*, *compensation*, *diversity*, *strategic*, and *talent management*. Again, one could argue these are distinct forms of management. Within the context of articles, and in some cases the statements themselves, there is support for interpreting these elements as parts of human resource management rather than distinct domains of management. The statements are presented in **Table 3**.

Table 3. Comprehensive summary of human resource management statements.

No.	Doc.	Page	Statement
40	1	1	The findings support our propositions, revealing a positive indirect effect through career aspirations, which diminishes when perceived organizational career management is strong.
41*	8	3	Strategic human resource management (SHRM) is a concept that emerged in the 1990s, combining the principles of strategy and human resource management.
42*	19	2	Strategic human resource management is a system, process, or measure consisting of a series of temporal activities taken in order to fit with the organization's strategy and long-term development goals and thus maintain competitive advantage.
43	19	13	Accordingly, strategic human resource management is an effective way in which enterprises can ensure their survival and obtain competitive advantages in the face of a crisis.
44	19	14	Based on these findings, this paper argues that strategic human resource management is conducive to the enhancement of organizational resilience and is a possible way in which organizations can cope with potential crises and turbulent business environments.
45	24	3	Therefore, human resource strategy management is related to a set of practices developed to achieve the company's objectives, mainly in the financial area
46	24	5	The presentation of why human resource management is related to the stakeholder theory can be complemented by highlighting how this integration is operationalized
47	27	253	Talent management is one of the fundamental problems public and private sector companies meet.
48	27	253	"Developing Talent (Management) is cheaper than buying a Talent."
49	27	253	It is suggested that integrating Human Capital Management and Talent Management is a good step.
50	27	257	One of the factors that affect talent management is Organization culture.
51	27	257	One of the processes in talent management is the important role played by the organization's culture.
52	27	257	Talent management is crucial for the organization in the current scenario.
53	27	258	Effective Talent Management is the key to organizational success and increased productivity which will also attract and sustain the top talent in the organization.
54	27	258	Recent development in talent management is discussed in the review.
55	29	1	Diversity management is very important for organizations today because it can promote organizational trust, create employee innovative behavior and strengthen employee engagement, so every organization needs to establish policies regarding diversity management practices and consistently make it happen.
56	29	1	Diversity management is needed to overcome employee perceptions of marginalization and control cultural differences and conflicts, thus creating a work team and increasing organizational efficiency.

Continued

57	29	1-2	Diversity management is an inseparable part of managing an organization and as a way to overcome the challenges and obstacles faced in connection with diversity within the organization
58	29	2	Diversity management is a critical part of management strategy that allows organizations to recognize differences among employees with the aim of acquiring competent employees regardless of gender, age, race, etc. to construct a knowledge foundation and increase synergy between employees and the organization
59	29	2	Diversity management is a win-win situation for organizations looking to grow and compete across borders.
60	29	2-3	Diversity management is useful in planning and developing programs according to needs and creating an organizational culture that can encourage diversity to optimize manpower productivity, build a multicultural dimension that embraces all work teams, design attractive meetings that are appropriate for everyone, and conduct recruitment, selection, motivation, and promotion of a diverse manpower
61*	29	3	Diversity management is the totality of managerial activities, namely marketing, production, finance, human resources, accounting, research and development, and innovation; and also, it includes management functions cover planning, organizing, staffing, leading and controlling
62	29	4	The purpose of diversity management is to promote recognition, respect, and acceptance of individual uniqueness.
63	29	5	Diversity management is one way to create a positive work environment where all employees in the organization feel accepted and valued for their uniqueness because of their background, ethnicity, religion, culture, and other differences inherent in employees.
64	29	5	Organizational trust is a mediating variable between diversity management and employee engagement, because diversity management is an organizational policy in ensuring fairness, appreciate, and respect for employees.
65	29	7	The results of testing the value of R Square for the construct of organizational trust is 0.518 which means that diversity management is able to explain the variance of organizational trust by 51.8%.
66	29	9	These results are in accordance with the research findings of Alshaabani et al. (2022) that organizational trust is a mediating variable between diversity management and employee engagement, because diversity management is an organizational policy in ensuring fairness, appreciate, and respect for employees.
67	29	9	Thus, it can be said that the practice of diversity management is very important for organizations today because it can promote trust in the organization, create employee innovative behavior, and strengthen employee engagement in the organization.
68*	29	9	According to Nart et al. (2018), diversity management is closely related to the competencies and perceptions of leaders.
69	36	22	The implication is that when compensation management is practiced to a large extent, it significantly influenced or boost welfare programme, career development, performance appraisal, conflict management, recruitment & selection and employee empowerment in organisations.
70	26	26	The result has indicated that HR practice such as compensation management is responsible for employees going extra miles to help their colleague and other employees.
71*	38	2	This type of management comprises measures planned and conducted in organizations to stimulate employees' potential, strengthen their retention, and promote their self-actualization; thus, organizational career management is a human resources management tool through which employees are provided with opportunities in their organization to realize career development objectives, and close organization–employee connections are promoted
72*	51	20	Diversity management (MD) is the acceptance of the diversity that every employee has, the expression of diversities in the organization with managerial practices, and the provision of organizational opportunities with continuity for diversities (Pitts, 2009).
73*	60	2354	Collaborative human resource management is defined as a configuration of human resource management that focuses on porous work structures, network cohesiveness, team development, group incentives, emphasizes cooperation, information sharing, and knowledge transfer (Lepak and Snell 1999; Youndt and Snell 2004; Xing Su, Wang & Chen, 2019).

Continued

74*	60	2355	Collaborative human resource management is described as a configuration that focuses on porous work structures and personal networks, team development, and group incentives and emphasizes cooperation, information sharing, and knowledge transfer (Lepak & Snell 1999; Youndt & Snell 2004; Xing Su, Wang, & Chen, 2019).
75	65	545	The process of talent management is highly significant and effective in a recruit, hire and trained the most talented employees within the organization.
76	65	545	Therefore, talent management (TM) is now considered predominant success factor for achieving complete advantage (Khoreva, Vaiman, & Van Zalk, 2017).
77	65	546	Talent management is being identified as a prime focal point of the organizations of the twenty-first century (Mensah, 2019).
78*	95	28	Human Resource Management (HRM) is a strategic and coherent approach to the management of an organization's most valued assets-the people working there who individually and collectively contribute to the achievement of its objectives (Armstrong, 2006).
79*	95	28	Strategic human resource management is a new approach, that helps in aligning the skills present in the employees with the goals to be achieved by the organization.
80	95	31	HR an organization's workforce, and its management is essential for the overall growth and development of the firm.
81*	95	31	Human resource management is responsible for the attraction, selection, training, assessment and rewarding employees in an organization.
82	95	32	Compensation management is one of the important responsibilities of HR.

As previously indicated (**Section 4.1**), there is a pronounced control element associated with the ideological praxis of management. Whereas this is not abandoned in the domain of human resource management, the element of control is nuanced with that of empowerment. Providing an overarching definition of the domain, Eneh and Awara (2016: doc. 95) indicated that "human resources management is responsible for the attraction, selection, training, assessment and rewarding employees in an organization" (p. 31). The elements of *assessment* and *reward* can be interpreted as being aspects of control. In terms of strategic human resource management, Anvari et al. (2023: doc. 8) provided historical context when they explained that "strategic human resource management...is a concept that emerged in the 1990s, combining the principles of strategy and human resource management" (p. 3). Strategic human resource management was defined by Yu et al. (2022b: doc. 19) as "a system, process, or measure consisting of a series of temporal activities taken in order to fit with the organization's strategy and long-term development goals and thus maintain competitive advantage" (p. 2). These definitions point more to control than empowerment. However, there are elements within human resource management that provide a basis for authenticity, solidarity, and empowerment.

Diversity management was identified as a subdomain within human resource management, that holds emancipatory potential. Batmomolin et al. (2022: doc. 29) indicated that "diversity management is the totality of managerial activities, namely marketing, production, finance, human resources, accounting, research and development, and innovation, and also, it includes management functions

cover planning, organizing, staffing leading, and controlling” (p. 3), with the purpose being to “promote recognition, respect, acceptance of individual uniqueness” (p. 4). The definition provided by Batmomolin et al. highlights all the traditional control functions of the ideological praxis of management. However, it also includes a focus on *recognition, respect, and acceptance*. Ateş and Ünal (2021: doc. 51) expressed a similar view in their work. There is emancipatory potential in the subdomain of collaborative human resource management as well. Setiawan (2020: doc. 60) provided two definitions of collaborative human resource management, noting that it “focuses on porous work structures, network cohesiveness, team development, group incentives, emphasizes cooperation, and knowledge transfer” (p. 2355). Many of the elements listed (e.g., porous work structures, network cohesiveness, team development, cooperation) provide a foundation for solidarity. Setiawan noted also the need for knowledge transfer. That aspect will be developed more fully in the next section (Section 4.3).

4.3. Knowledge Management Statements

There were 35 statements coded for the domain of knowledge management (18.5%). Of these statements, 17 (~49%) were considered definitional. These 35 observations were coded as numbers 83 through 117 inclusive. Of all the domains of management identified and examined in this study, this domain along with project management were the two with the most internal homogeneity. All but one of the statements specifically addressed knowledge management. Statement 107 addressed *information management*. Again, within the context of the article, it was clear that this was considered an element of knowledge management. The knowledge management statements are presented as Table 4.

Table 4. Comprehensive summary of knowledge management statements.

No.	Doc.	Page	Statement
83	10	20589	Nowadays, knowledge management is one of the newest and key management topics.
84	10	20589	Indeed, knowledge management is a response to the increasing changes in the environment around current institutions.
85*	20	2	Knowledge management is the leading component in OI [Organizational Innovation] and is constructed on the ideology of new knowledge creation or innovation in the businesses and among employees to realize the anticipated organizational objectives
86	28	719	Moreover, the literature shows that knowledge management is strongly correlated with the determinants of Drucker’s theory.
87*	34	6	In this study, we measured knowledge management using the dimensions of; knowledge creation, knowledge acquisition, knowledge sharing, and knowledge storage because knowledge management is a multidimensional concept
88	34	12-13	Therefore, it appears, the model used to examine the interaction effect is additive because as the results in Table 6 indicate, the contribution of knowledge management is independent of the contribution of creative climate towards the changes that occur in organization innovation.
89*	41	216	The goal of knowledge management is to ensure that organizations are aware of the knowledge at their disposal both individually and collectively.

Continued

90*	41	217	Therefore, knowledge management is largely concerned with developing, depositing, extracting and sharing knowledge for subsequent retrieval which is needed to ensure smart decision for organizational growth and development
91*	41	217	According to Hislop (2013), knowledge management is an umbrella term which refers to any deliberate effort made to manage the knowledge of organizational workforce, which can be achieved via a wide range of methods including the direct use of Information Communication Technology (ICT) or more indirectly through the management of social processes, structuring of organization in a particular way or via the use of particular culture and people management practices.
92*	41	217	Knowledge management is concerned with the entire process of discovering and the creation of knowledge, dissemination of knowledge and the utilization of knowledge.
93*	41	222	By definition, knowledge management is a process that helps organizations find, select, organize, disseminate and transfer important information and expertise required for activities for problem solving, dynamic learning, strategic planning and decision making
94	41	222	Even though knowledge management is dependent primarily on organization culture (due to its being shared), motivation, and policies, it requires the right technologies for its implementation to reach the goal of the firm.
95*	41	241	Knowledge management is concerned with the entire process of discovering and creation of knowledge, dissemination of knowledge, the utilization of knowledge and protection of knowledge.
96*	41	241	The goal of knowledge management is for an organization to become aware of its knowledge both individually and collectively.
97	44	83	Therefore, the present study recognizes that knowledge management is vital to an increase in learning capabilities which benefit higher education institutes.
98	44	83	Based on the knowledge-based view, knowledge management is a critical resource that supports an organization to gain more value.
99	44	88	Knowledge management is also a key element of an organization that increases business value and creates a positive impact on organizational effectiveness.
100	67	2	Through the combination of data mining techniques and machine learning methods, the correlation between various levels of knowledge management is analyzed, aiming to provide a direction for the development and application of enterprise knowledge management.
101*	67	4	From the application principle, the main purpose of knowledge management is to acquire, store, and apply relevant information
102	67	4	The realization of knowledge management is a dynamic and systematic process.
103	67	8	The level of knowledge management is also the key to this questionnaire survey.
104	96	147	Knowledge management is in the blink of an eye comprehensively connected, both created and creating, which [sic] are at diverse usage states (Asian Productivity Organization, 2005).
105*	96	149	Knowledge management is the methodology of information creation, endorsement, presentation, spread and appraisal (Bhatt, 2001).
106*	96	149	Knowledge management is an arrange of philosophy, systems and specific and administrative gadgets, laid out towards making, granting, utilizing information and data inside and around an association (Bounfour, 2003).
107*	96	149	Information Management is an exact and integrative system of encouraging association wide activities of securing, making, chronicling, offering, diffusing, making and passing on learning by individuals and totals in chase for major authoritative goals (Rastogi, 2000).
108*	96	149	Knowledge management is more a human resource administration rather than engineering based field.
109	96	151	Knowledge management is viewed as the originator of performance (Darroch, 2005).

Continued

110	96	151	Knowledge management is comprehensively applied in many countries, both underdeveloped & developing, which are at distinctive levels of use stage (Asian Productivity Organization, 2005).
111	98	275	Knowledge management is recognized as important weapon for sustaining competitive advantage and improving performance.
112	98	276	Knowledge Management (KM) in the organizational management is an area that has received increasing attention.
113	98	276	Knowledge management is a new viewpoint for organizations which believe that if organizations want to be successful, they must gain access to knowledge and have a deep understanding of it in all layers.
114*	98	278	Running an organization which is based on the principles of knowledge management is a simple task and has already been explored for a long time, as affirmed by Davenport & Prusak (1999) when they say that KM is based on existing resources, which the organization can already be counting on, good information system management, organizational change management and good practice in human resources management.
115	98	285	Thus, the regression equation for predicting knowledge management is : $Y = b_0 + b_1x_1 + b_2x_2 + \dots + b_px_p + e$
116*	99	21	Brooking (1999, p. 154) believed that the function of knowledge management is "... to guard and grow knowledge owned by individuals, and where possible, transfer the asset into a form where it can be more readily shared by other employees in the company. "
117*	99	21	Knowledge management is connected with a specific framework to capture, acquire, organize, and communicate tacit and explicit knowledge within an organization.

As previously indicated, there is a degree of connection between human resource management and knowledge management. To progress, it is beneficial to start with a broad definition of the domain. Within **Table 4**, one can review **Hussain et al.'s (2022: doc. 20)** definition of knowledge management as "the leading component of OI [*Organizational Innovation*] and is constructed on the ideology of new knowledge creation or innovation in the business and among employees to realize the anticipated organizational objectives" (p. 2). There has been reference to the ideological praxis of management. The definition of knowledge management provided by Hussain et al. is useful in that it specifically describes that the domain is constructed on an ideology. A problem with any definition is that it can be reductionist. This can be the case for the management domains examined here. **Mafabi and Lwanga (2022: doc. 34)** indicated that knowledge management is a "multidimensional concept" (p. 6). Addressing the multidimensionality of knowledge management is facilitated by examining more than one definition of the domain.

Ahmed et al. (2015: doc. 96) defined knowledge management as "the methodology of information creation, endorsement, presentation, spread and appraisal" (p. 149). Within the definition provided by Ahmed et al., the notions of *endorsement*, *spread*, and *appraisal* lend themselves to critique. Whereas these elements are not exclusively subjugating, the managerial exercise of control over others can be accomplished through their enactment. Knowledge management can facilitate control. It can also facilitate empowerment. **Osayande (2021: doc. 41)** explained that knowledge management is a "process that helps organizations find, select, organize, disseminate and transfer important information and expertise required for activities for problem solving, dynamic learning, strategic planning and decision making" (p. 222), with the goal being "for an organization to become aware

of its knowledge both individually and collectively” (p. 241). This individual and collective awareness can be a basis for authenticity and solidarity. Directing knowledge management towards an aim of liberation requires intentionality. One’s ability to do so is likely constrained by organizational dynamics. The domain of organizational management is examined next (**Section 4.4**).

4.4. Organizational Management Statements

Unlike the domains of knowledge and project management, there is a great deal of heterogeneity within the organizational management statements. It is worth noting that the search phrase used to identify articles for this study was *organizational management*. However, a distinction needs to be made between the article and the statement. The phrase *organizational management* was used to identify articles that were identified as containing information related to that field. Within those articles a search was conducted to identify statements containing the phrase *management is*. Whereas the article is at least notionally dealing with organizational management, it is certainly possible that the statement within the article is discussing a different domain of management. The observations in this section (n = 31), which account for about 16% of the total, were determined to be most directly related to organizational management. Of these statements, 7 (~23%) were considered definitional. These 31 statements were coded as observations 118 through 148. Specific areas of organizational management identified were *healthcare*, *library*, *public housing*, *matrix*, and *school management*. Under healthcare management were two subfields, *incident* and *spiritual management*. The statements for organizational management are presented in **Table 5**.

Table 5. Comprehensive summary of organizational management statements.

No.	Doc.	Page	Statement
118	3	3	Incident management is widely acknowledged as an effective approach to enhancing patient safety.
119	3	7	The research framework, assessing the relationships between various organizational factors and incident management, is presented in Fig 2.
120	3	10	Furthermore, the impact assessment of the organizational factors given the high state of incident management is summarized in Fig 6.
121	3	12	Fig 5. Effect on variable once the high state incident management is established.
122	4	2	Moreover, perceived spiritual management is another extremely important factor related to job satisfaction.
123	4	3	Hypothesis 3 The level of spiritual management is positively associated with job satisfaction.
124*	4	3	Spiritual management is defined as a management that leads to the engagement and enthusiasm of employees by respecting the capabilities and participation of individuals, and furthermore, by respecting the life satisfaction and happiness of individuals, while thinking about society as a whole and not just pursuing the interests of a single company.
125	4	9	Chen & Huang stated that perceived spiritual management is a key element that determines one’s job satisfaction in diverse workplaces.
126	4	9	Consequently, evidence appears to indicate that perceived spiritual management is an extremely crucial factor that significantly boosts nurses’ job satisfaction.

Continued

- 127 4 10 In conclusion, these findings indicate that perceived spiritual **management is** the strongest factor impacting job satisfaction among clinical nurses, and plays a significant mediating role in the relationship between job engagement and job satisfaction, as well as between organizational commitment and job satisfaction among clinical nurses.
- 128 12 1369 To answer these questions the paper comprehensively examines how public housing **management is** organized by identifying the elements of management, and their interactions that produces the given outcomes that is the specific focus of this paper: housing maintenance.
- 129 12 1371 This is necessary as the aim of housing **management is** to satisfy the tenant.
- 130 12 1372 Whereas the framework helps to identify and describe the organization for housing management, systems thinking is applied to analyze that organization in order to answer the question of how public housing **management is** organized, and what challenges exist therein.
- 131 12 1379 At the Municipal level, two strands of housing **management is** observed.
- 132 12 1380 Related to expertise for **management is** the organizational culture necessary for an effective system of housing management.
- 133* 12 1381 Organizational culture is especially necessary because housing **management is** customer (tenant) centered.
- 134 12 1381 If the tenant is not satisfied, then the system for housing **management is** not meeting its main aim.
- 135 12 1382 Furthermore, the quality of public houses as expressed by tenants suggests that **management is** not achieving its aim.
- 136 12 1382 If the system of housing **management is** not achieving its aim, it is an indication of poor functioning, which calls for the examination of the constituent elements to identify the problems therein.
- 137 14 11 In addition, shifting perspective from an individual to an organizational perspective in the systematic work environment **management is** also a cultural change within an organization and it may take a longer time for potential effects on the mental models to occur.
- 138* 26 7 As one of the main functions of the system, book fee **management is** connected to several other important modules of the system, such as student management, textbook management, and administrator management.
- 139 32 375 Innovative ideas and early partnering of anesthesia departments with hospital **management is** critical to the successful management in the surge of patients with COVID-19.
- 140* 63 370 School **management is** the process of utilizing the existing resources in school organizations, both humans and non-human resources, to obtain educational goals in schools.
- 141 63 370 Moreover, the school **management is** the main factor that determines school performance. If a school is professionally managed, the school will have excellent performance.
- 142 63 375 It can be concluded that all of the substance of school organizational **management is** connected to each other.
- 143 63 377 Thus, the quality of organizational **management is** the very important resources that determine students' achievement.
- 144 63 377 The more qualified the organization **management is**, the higher school education output will be.
- 145* 79 227 Finally, matrix **management is** inherently a collaborative and participative structure; when it was unilaterally announced and imposed from above, it often failed.
- 146* 79 227 Galbraith asserts that matrix **management is** an essential form for the conduct of diversified, multinational enterprises that aspire to be effective international competitors.
- 147 79 229 Once thought of as useful only in the corporate high-tech/temporary project setting, matrix **management is** gaining popularity as an appropriate alternative for today's academic libraries.
- 148* 80 452 Collection **management is** generally a public services function, and, in many libraries, it is a responsibility assigned to reference librarians.

Quotes related to the domain of organizational management are dissimilar to the quotes from the previous domains. This seems to be the result of the quotes being related to implementation of subordinate management concepts residing below or within the organizational level. As an example, within the organizational type of healthcare, Lee and Yu (2023: doc. 4) noted that “spiritual management is defined as a management that leads to the engagement and enthusiasm of employees by respecting the capabilities and participation of individuals, and furthermore, by respecting the life satisfaction and happiness of individuals, while thinking about society as a whole and not just pursuing the interests of a single company” (p. 3). Whereas spiritual management holds potential for enrichment within organizational contexts, it is not generally associated with organizational management. Similar findings were observed in the fields of housing and school management. Aziabah et al. (2023: doc. 12) noted that the aim of housing management is “to satisfy the tenant” (p. 1371), and Wiyono et al. (2020: doc. 63) explained that “school management is the process of utilizing the existing resources in school organizations, both humans and non-human resources, to obtain educational goals in schools” (p. 370). Again, whereas these definitions are insightful for the application of managerial concerns within certain organizational contexts, neither addresses inherent aspects of organizational management generally. If the statements for organizational management lacked a general coherence or focus on the domain, the opposite was observed for the statements associated with project management (Section 4.5) which were marked by a near universal focus on domain definitions.

4.5. Project Management Statements

Like those of knowledge management, the statements for project management (n = 13) had a pronounced degree of homogeneity. In fact, all the observed statements specifically address project management in the statement *management is*. The fact that the domain with the fewest number of observations also had the greatest degree of content homogeneity is not overly surprising. Of these statements, 3 (23%) were considered definitional. One would generally expect variety to increase with the number of observations. The statements associated with the domain of project management were coded as observations 149 through 161, and are presented in Table 6.

Table 6. Comprehensive summary of project management statements.

No.	Doc.	Page	Statement
149	13	1	Project management is widely used in the implementation of new programs and system changes seen in information technology projects, building projects, automotive products, air-planes, defense systems and many other areas
150	35	6	Unlike the EPC model, the PMC [project management contracting] contractor, as an extension of the project legal person in project management, is designed to make up for the lack of management capacity of the project legal person, fully reflecting the interests of the project legal person, whose profit comes from the management fee, and can eliminate the shortcomings of the project legal person’s inexperience and inappropriate management in the coordination of management.

Continued

151*	64	602	The definition of project management culture can be produced by the transition of Tylor's definition to the project management domain: 'Taken in its cultural context, project management is a complex whole that includes knowledge, beliefs, skills, attitudes, and other capabilities and habits acquired by people who are members of some project society'.
152	64	604	This can be interpreted such as that the Indian system of project management is more mature than the Russian.
153*	70	41	Project management is a practice in which companies invest in order to obtain a better strategic option for the development of their company's core activity and the optimization of their support activities; applying to the company objective and subjective quality.
154	70	41	Maturity in project management is the position in which the company finds itself regarding the project management processes.
155	70	41	The basis for achieving excellence in project management is best described by maturity models in project management, which are composed of stages that describe the difference in levels of maturity in project management (Souza and Gomes, 2015).
156	70	41	This present section shows an introduction to this paper proposal: to align project management practices to organizational cultures typologies, for understanding specificities from these typologies have better use result if the practice in project management is recognized as the best practice to work together with the cultural and subcultural typology observed.
157*	70	43	Project management is the science deals with the project planning and control; that is, planning the execution before starting a project, and follow up with monitoring and evaluation of the planned in addition to the established goals, tasks and control in the necessary and available resources, and corrective actions when necessary (Prado, 1998).
158	70	46	The questions were elaborated in the search of how the conduct of the practices in project management is carried out, with its organizational cultures.
159	70	47	The project office existence in the company shows maturity degree in the conduct of the projects in the company, and also, if the project management is in the organizational strategy.
160	70	50	This behaviour regarding the PMBOK practice is expected because, as observed in the literature review, some project management practices have a hard core in the PMBOK, and benchmarking to the US corporate market in project management is expected to adopt of this practice in project management in an enormous way in Brazil.
161	79	225	When project management is managed through a matrix structure, it is a secondary organization, linking people and systems that already have a defined position in a primary organization.

Defining the domain of project management is potentially a more tractable endeavor, at least insofar as managing things and events is easier than managing people. Titov et al. (2020: doc. 64) defined project management as "a complex whole that includes knowledge, beliefs, skills, attitudes, and other capabilities and habits acquired by people who are members of some project society" (p. 602). The definition provided by Titov et al. is interesting in at least two respects. First, the inclusion of *beliefs* as an element of focus widens the aperture of the traditional view of management. Second, the framing of a *project society* draws attention to both inclusion and exclusion. Only those who are working on a given project are part of its project society. Once one understands what one does as part of project management, it is useful to interrogate why organizations would pursue this domain. Silva and Simões (2019: doc. 70) indicated that companies invest in project management "in order to obtain a better strategic option for the development of

their company's core activity and the optimization of their support activities; applying to the company objective and subjective quality" (p. 41). They further explained that project management is a science that "deals with the project planning and control" (Silva & Simões, 2019: p. 43). This last statement brings this domain into the ideological fold of the praxis of management with its focus on *science* and *control*. With the domain of project management defined and examined, attention can be turned to the last domain, other (Section 4.6).

4.6. Other Management Statements

There is little reason to expect much coherence within any category labeled *other*. Such a category is used to aggregate the "odds and ends" that do not fit well elsewhere. This is certainly the case here. There were 28 observations coded as other (i.e., observations 162 through 189). These statements account for about 15% of the observations of this study. Of these statements, 11 (~39%) were considered definitional. Within the other category, there were a few elements that could have potentially been disaggregated and presented as a standalone domains. To have enough observations for the sentiment and thematic analyses it was determined to keep those smaller elements within this overarching domain category. Among the areas included in this section are *adaption*, *creativity*, *design*, *ethics*, *impression*, and *supply chain management*. The other management statements of this study are presented in Table 7.

Table 7. Comprehensive summary of other management statements.

No.	Doc.	Page	Statement
162	2	547	Total quality management is unquestionably a crucial pillar of the manufacturing industry's transformation strategy, even though several studies have been carried out both nationally and internationally to examine and evaluate various sectors.
163*	17	4	The authors show the importance of prosumer energy management, as energy management is based on the objective function, energy sharing and the creation of a prosumer community.
164	18	17	Furthermore, according to Kulikowska-Pawlak (2018), strategic political management is one of the core elements of organizational context (the other two are creative leadership and strategic design of the organization).
165	31	3398	In Controlling the Supply Chain According to the available evidence, Supply Chain Management is critical to a company's ability to achieve and sustain a competitive edge.
166*	31	3398	"Supply Chain Management " is defined by the Global Supply Chain Forum (GSCF) as "the integration of important business processes from end user via original suppliers that deliver goods, services, and information that generate value for the customers and other stakeholders"
167	31	3399	Aruna Kumari and Vijaya Kumar (2013) explored that supply chain management is crucial for corporations to survive in today's competitive market.
168	35	3	Postevaluation of conflict management is also an important part, assessing the quality of conflict management in five dimensions: satisfactory resolution outcome, comprehensive resolution process, conflict prevention, perception of fairness, and postconflict effects
169	42	6	The management of vouchers is to input the data of the financial accounting system into the quality gate, and it is the first confirmation of the information quality in the accounting business, so the design of voucher management is very important.

Continued

170*	45	3	Impression management is the individuals' aim to increase their attractiveness to others and thereby influence decision makers' behaviors
171*	45	3	While behavioral performance affects the development of the overall organization, impression management is purposeful and engaged behavior, and organizational citizenship behavior an act of selfless dedication to the self.
172*	50	970	The results of the present study suggest that quality management is a system with multiple interlinked dimensions.
173*	59	372	Ethics management is defined as the advancement and maintenance of a strongly ethical environment that pervades all activities in a public organization.
174	59	373	Ethics management is an effective managerial control device that guides right and wrong behavior within an organization, is characterized with formal and informal strategy, and is designed to reduce unethical behavior within an organization.
175*	59	374	Ethics management is the advancement and maintenance of an ethical environment within an organization.
176	59	387	Second, informal ethics management is an antecedent not only of reduced unethical behavior in an organization but also of increased organizational commitment and organizational performance.
177	67	2	Engineering cost management is critical to civil engineering construction, and those engineering cost consulting enterprises are responsible for engineering cost consulting management and other services.
178	76	224	First, while total quality management is widely applied in large listed manufacturing companies (C. B. Fotopoulos & Psomas, 2009).
179*	81	923	Creativity management is a component of a managerial grid focused on interfering in the internal and external contexts of an organization by reviewing deviant and divergent practices regarding the stimulation of creative processes.
180	81	924	In this sense, the implementation of creativity management is key to the discussion and enhances the leverage of organizational creativity that brings structural projects to the conceptual status of innovation.
181*	81	929	Adaptation management is produced by the intersection between a maintenance managerial direction and a divergent managerial view.
182*	81	932	In light of this, creativity management is associated with the effort to endow the social framework with values and symbols that support individuals' and leaders' actions, ensuring a certain legitimacy for actions that focus on producing and implementing ideas.
183	81	933	Coordination among the three elements and its link with creativity, establishing the theoretical concept of creativity management, is illustrated in Figure 2
184	81	934	The inter-relationship of structural elements of creativity management is essential for the generation of ideas, given the social and policy perspective of the organization and the need for legitimation and complementary knowledge from individuals to consolidate ideas and transform them into products or services.
185	81	935	From this perspective, the more creativity management is applied over time, the greater the growth of organizational creativity, represented by the straight line in Figure 3 in the form of a vector, and the greater its potential for innovation.
186	84	369	Thus, business process management (BPM) is becoming increasingly important.
187	87	177	An efficient way to test the level of preparation of City Emergency Management is to hold a Field Exercise in a vulnerable city.
188*	88	195	Borja de Mozota (2003, p. 71) conceptualizes "design management is the implementation of design as a formal program of activity within a corporation by communicating the relevance of design to long-term corporate goals and coordinating design resources at all levels of corporate activity to achieve the objectives of the corporation".
189	88	195	The mapping of competencies allows them to be stimulated and developed at the individual and collective level and thus, the design management is executed and implemented in organizations.

Whereas there is little utility derived from forcing coherence where there isn't any, as in the case of a category comprised of *others*, there is potential benefit to be derived in finding threads of commonality among disparate elements. One of the tactics observed in the definitions examined in this study is the move of establishing a definition based on an external, respected, organization. This tactic was used for the definition of supply chain management when Vijaya Rao et al. (2022: doc. 31) referenced the Global Supply Chain Forum to define supply chain management as "the integration of important business processes from end user via original suppliers that deliver goods, services, and information that generate value for the customers and other stakeholders" (p. 3398). There is nothing inherently wrong with this approach. Grounding definitions in this way can be an effective means of establishing credibility. Beyond this technique, some of the other definitions within this domain offer glimpses of less frequently examined aspects of the ideological praxis of management.

Given the power of management, it is appropriate to consider elements associated with its ethical application. Khaltar and Moon (2020: doc. 59) defined ethics management as "the advancement and maintenance of a strongly ethical environment that pervades all activities in a public organization" (p. 372). Part of the concern with ethical management is the legitimacy of the actions taken. This concern overlaps with the definition of creativity management presented by Muzzio and Paiva Júnior (2018: doc. 81), who indicated that "creativity management is associated with the effort to endow the social framework with values and symbols that support individuals' and leaders' actions, ensuring a certain legitimacy for actions that focus on producing and implementing ideas" (p. 932). One should note that as stated the goal is only to ensure a *certain legitimacy* for the actions taken. This could be accomplished through impression management that Hou et al. (2021: doc. 45) defined as an "individuals' aim to increase their attractiveness to others and thereby influence decision makers' behaviors" (p. 3). With these loose ends tied up, it is possible to turn attention to the results of the sentiment and thematic analyses of associated with the six management domains identified in this study (Section 4.7).

4.7. Sentiment & Thematic Analysis Results

The sentences for each of the six management domains of this study, a) management, b) human resource management, c) knowledge management, d) organizational management, e) project management, and f) other, were analyzed in terms of their respective sentiments and major themes. As indicated in the method (Section 3), the sentiments were assessed using both the Bing and AFINN lexicons. For context in interpretation, the Bing lexicon provides a basic polarity assessment of positive or negative, whereas the AFINN lexicon provides a numeric value ranging from -5 (extremely negative) to +5 (extremely positive). The LDA technique was used for the identification of major themes. The results of the sentiment and thematic analyses of the six management domains of this study are presented

in **Table 8**.

Table 8. Sentiment & thematic analysis of six management domains.

Management Domain	Bing	AFINN	Themes
<i>Management</i>	Positive	0.86	Management Knowledge Organization
<i>Human Resource</i>	Positive	1.39	Management Diversity Human
<i>Knowledge</i>	Positive	1.56	Management Knowledge Organization
<i>Organizational</i>	Positive	1.42	Management Organizational Organization
<i>Project</i>	Positive	0.90	Project Management Practice
<i>Other</i>	Positive	0.66	Management Organizational Organization

In terms of the Bing sentiment, each of the six management domains was determined to have a positive sentiment. The AFINN sentiment provides a little more nuance in these results. The *other* domain had the lowest AFINN sentiment score (0.66), and the knowledge management domain had the highest score (1.56). The average AFINN sentiment score across the six management domains was 1.13 ($SD = 0.37$). The results of the LDA thematic analysis found that *management* was a dominant theme for each of the six domains. *Organization* was a dominant theme in all but human resource management. In terms of unique themes, human resource management contained the themes of *diversity* and *human*, and project management contained the themes of *project* and *practice*. The thematic analysis suggests that there is significant, thematic connection among the six management domains of this study, but that human resource management and project management are the most specialized in terms of their unique thematic content.

Collectively, these results suggest that the ideological praxis of management can be understood of consisting of different domains. Of the 189 statements, 61 (~32%) were considered definitional in terms of content. The analysis of statements containing the phrase *management is*, in the top 100 most relevant organizational management articles contained in EBSCOhost Academic Search Complete resulted in six management domains: a) management, b) human resource management, c) knowledge management, d) organizational management, e) project management, and f) other. Each of these management domains was determined to have a positive sentiment and contain the dominant themes of *management* and *organization*. Of the six management domains, human resource management and project management were determined to be the most thematically unique. Whereas these results are useful in understanding and confronting the ideological praxis of management, the study is not without its limitations, which are presented next (**Section 5**).

5. Limitations

This study provides a textual analysis basis for understanding the ideological praxis of management at the sentence-level. Whereas the results are useful for

awareness and action, there are limitations. The first set of limitations are associated with the article selection process. This study was based on 100 articles selected from EBSCOhost Academic Search Complete. There was a degree of arbitrariness associated with examining 100 articles. Whereas that number provides opportunity for detecting variation in usage, in research more observations are generally preferable to fewer. In terms of source, this study is based on academic publications from a single search engine. It would be useful to expand the research to include a variety of alternative types of sources. This might include, among other sources, popular, trade publications, movies, lyrics, and social-media posts. Broadening the aperture to include these alternative sources could provide a more holistic understanding of the ideological praxis of management in society. Using different academic search engines would provide a basis for comparative studies as well. There is also a limit induced by examining only articles written in English. Focusing exclusively on Anglophonic texts induces bias and excludes the rich polyvocality of academic discussions that need to take place regarding the ideological praxis of management. Extending this study to include those voices would be constructive and beneficial.

Another limitation of this study emerged from the exclusive focus on the search phrase *management is*. This phrasing is perhaps the most direct and simple way of constructing a definition. At its core, *is*, represents a definition of identity. Functional definitions (e.g., what something does) provide different insights and are based on different linguistic constructions. Functional definitions do not typically contain the *is* of identity, but rather focus on some form of *do*, or other form of action. Expanding the research beyond the *is* of identity would likely provide greater insight into the ideological praxis of management.

Lastly, any act of grouping requires an act of interpretation. This study combined statements into management categories. The rationale behind each of these groupings was explained, and each of the statements was included. In the absence of certainty, there is at least transparency. The groupings used in this study, while coherent, are contestable. Different groupings of these statements could produce different insights. This is less of concern for the sentiment since all the groupings, using either Bing or AFINN sentiment lexicons, resulted in positive statements. However, there could be a difference in the themes generated through LDA. All the information is here if one wishes to pursue a sensitivity analysis of the results.

The understandings developed from this study could be beneficially refined, expanded, and nuanced by addressing these concerns in future research. The results of this study provide a basis for understanding and action. A summary of the study and the key results are presented next (**Section 6**), along with a call to action.

6. Conclusion

Contours emerged of the ideological praxis of management through this analysis of its content, sentiments, and themes. The results of this study of the sentences containing the phrase *management is* (n = 189) found in the top 100 most-

relevant, peer-reviewed, full-text, PDF articles, written in English, contained in EBSCOhost Academic Search Complete suggest that management *is* multifaceted and contains a universally positive sentiment. Elements of *control* were frequently associated with definitions of management, and *ideology* was specifically referenced. If management is going to be something more than subjugating, it will need to place greater focus on the potentially liberatory elements found in two of its domains. Human resource management was found to contain the elements of *diversity*, *respect*, and *acceptance*, and knowledge management was found to be based on individual and collective understandings that could be from a basis for authenticity and solidarity. The results of the content analysis were consistent with those of the thematic analysis.

The results of the thematic analysis revealed that *management* and *organization* operate across management domains. Human resource management and knowledge management were found to offer hope for something more progressive. A theme of *diversity* was found to be dominant in human resource management, and a theme of *knowledge* was central to knowledge management. Knowledge and diversity hold potential for emancipatory praxis and solidarity. Transforming work from a source of drudgery to one of fulfillment requires a critique of the dominant ideological praxis of management. Centering what can now only be found at the periphery will take sustained effort. Management *is* as alterable as it *is* inescapable.

To foster genuine solidarity and inspire transformative action, it is crucial for the fragmented-social collective to engage more critically with and transcend the entrenched ideological praxis of management, embracing in the process a more inclusive and dynamic approach that values diversity and empowers organizational workers. The results of this study suggest that the domain of human resource management might be the area that is most conducive for such a transformation to start. If management refuses to advance a more inclusive and progressive paradigm, workers will need to agitate in solidarity for its enactment.

Acknowledgements

R. A. J. thanks the administration, faculty, and staff of Wittenberg University for supporting the sabbatical that enabled this research and publication.

Conflicts of Interest

The author declares no conflicts of interest regarding the publication of this paper.

References

- Abubakar, A. M., Elrehail, H., Alatailat, M. A., & Elçi, A. (2019). Knowledge Management, Decision-Making Style and Organizational Performance. *Journal of Innovation & Knowledge*, 4, 104-114. <https://doi.org/10.1016/j.jik.2017.07.003>
- Ahmed, S., Fiaz, M., & Shoaib, M. (2015). Impact of Knowledge Management Practices on Organizational Performance: An Empirical study of Banking Sector in Pakistan. *FWU Journal of Social Sciences*, 9, 147-167.
- Alajmi, M. (2022). Leadership Theories: Application in the University Setting. *Technium*

- Social Sciences Journal*, 30, 194-199. <https://doi.org/10.47577/tssj.v30i1.6184>
- Alvesson, M., & Blom, M. (2022). The Hegemonic Ambiguity of Big Concepts in Organization Studies. *Human Relations*, 75, 58-86. <https://doi.org/10.1177/0018726720986847>
- Alvesson, M., & Deetz, S. (2000). *Doing Critical Management Research*. SAGE Publications Ltd. <https://doi.org/10.4135/9781849208918>
- Antić, A. (2021). Transcultural Psychiatry: Cultural Difference, Universalism and Social Psychiatry in the Age of Decolonisation. *Culture, Medicine, and Psychiatry*, 45, 359-384. <https://doi.org/10.1007/s11013-021-09719-4>
- Anvari, R., Kumpikaitė-Valiūnienė, V., Mobarhan, R., Janjaria, M., & Hosseinpour Chermahini, S. (2023). Strategic Human Resource Management Practitioners' Emotional Intelligence and Affective Organizational Commitment in Higher Education Institutions in Georgia during Post-COVID-19. *PLOS ONE*, 18, e0295084. <https://doi.org/10.1371/journal.pone.0295084>
- Ardi, A., Djati, S. P., Bernarto, I., Sudibjo, N., Yulianeu, A., Nanda, H. A., & Nanda, K. A. (2020). The Relationship between Digital Transformational Leadership Styles and Knowledge-Based Empowering Interaction for Increasing Organisational Innovativeness. *International Journal of Innovation, Creativity and Change*, 11, 259-277.
- Ateş, A., & Ünal, A. (2021). The Relationship between Diversity Management, Job Satisfaction and Organizational Commitment in Teachers: A Mediating Role of Perceived Organizational Support. *Educational Sciences: Theory & Practice*, 21, 18-32. <https://doi.org/10.12738/jestp.2021.1.002>
- Aziabah, S. B. A., Biitir, S., & Attakora-Amaniampong, E. (2023). Organizational Challenges of Public Housing Management in the Global South. A Systems Assessment of Ghana. *Housing Studies*, 38, 1367-1391. <https://doi.org/10.1080/02673037.2022.2060942>
- Batmomolin, A., Sadikin, M., Hadi, J., Gunawan P, A., & Sadana, S. (2022). Effect of Diversity Management on Organizational Trust, Employee Innovative Behavior, and Employee Engagement: Evidence from Indonesia. *Scientific Papers of the University of Pardubice, Series D: Faculty of Economics and Administration*, 30, 1560. <https://doi.org/10.46585/sp30021560>
- Berger, P. L., & Luckmann, T. (1967). *The Social Construction of Reality: A Treatise in the Sociology of Knowledge*. Anchor.
- Berti, M., & Simpson, A. V. (2021). The Dark Side of Organizational Paradoxes: The Dynamics of Disempowerment. *Academy of Management Review*, 46, 252-274. <https://doi.org/10.5465/amr.2017.0208>
- Blader, S., Gartenberg, C., & Prat, A. (2020). The Contingent Effect of Management Practices. *The Review of Economic Studies*, 87, 721-749. <https://doi.org/10.1093/restud/rdz034>
- Boehmke, B. C., & Jackson, R. A. (2016). Unpacking the True Cost of 'free' Statistical Software. *OR/MS Today*, 43, 26-27. <https://pubsonline.informs.org/doi/10.1287/orms.2016.01.10/full>
- Braverman, H. (1974). *Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century*. Monthly Review Press.
- Brendel, A. B., Mirbabaie, M., Lembcke, T., & Hofeditz, L. (2021). Ethical Management of Artificial Intelligence. *Sustainability*, 13, Article 1974. <https://doi.org/10.3390/su13041974>
- Bryce, B. (2013). Linguistic Ideology and State Power: German and English Education in Ontario, 1880-1912. *Canadian Historical Review*, 94, 207-233. <https://doi.org/10.3138/chr.1463>

- Buer, S., Semini, M., Strandhagen, J. O., & Sgarbossa, F. (2021). The Complementary Effect of Lean Manufacturing and Digitalisation on Operational Performance. *International Journal of Production Research*, 59, 1976-1992. <https://doi.org/10.1080/00207543.2020.1790684>
- Carmines, E. G., & D'Amico, N. J. (2015). The New Look in Political Ideology Research. *Annual Review of Political Science*, 18, 205-216. <https://doi.org/10.1146/annurev-polisci-060314-115422>
- Chandra, A., Holt, G. A., & Arora, G. (2003). A New Measure to Determine the Ambiguity Level of Qualitative Statements. *Clinical Research and Regulatory Affairs*, 20, 47-57. <https://doi.org/10.1081/crp-120018741>
- Christmas, C. M., & Khanlou, N. (2019). Defining Youth Resilience: A Scoping Review. *International Journal of Mental Health and Addiction*, 17, 731-742. <https://doi.org/10.1007/s11469-018-0002-x>
- Clegg, S. R., Pitsis, T. S., & Kornberger, M. (2019). *Managing and Organizations: An Introduction to Theory and Practice*. SAGE Publications Ltd.
- Cooper, C., Booth, A., Varley-Campbell, J., Britten, N., & Garside, R. (2018). Defining the Process to Literature Searching in Systematic Reviews: A Literature Review of Guidance and Supporting Studies. *BMC Medical Research Methodology*, 18, Article No. 85. <https://doi.org/10.1186/s12874-018-0545-3>
- Danivska, V., & Appel-Meulenbroek, R. (2021). Collecting Theories to Obtain an Interdisciplinary Understanding of Workplace Management. In R. Appel-Meulenbroek, & V. Danivska (Eds.), *A Handbook of Management Theories and Models for Office Environments and Services* (pp. 1-12). Routledge. <https://doi.org/10.1201/9781003128786-1>
- de Nazaré Moraes Soares, M., Dias Pedro Rebouças, S. M., & Lazaro, J. C. (2020). The Substantive Rationality of Self-Management Practices: An Analysis of the Organizational Dynamics of Women in Solidarity Economy from the Perspective of Oral History. *Revista de Administração da UFSM*, 13, 1216-1234. <https://doi.org/10.5902/1983465943355>
- De Paula Xavier Vilela, J. R., & Neto, A. C. (2017). Is Leadership an Ideology? A Research Project Inspired by T. W. Adorno. *RAM. Revista de Administração Mackenzie*, 18, 15-39. <https://doi.org/10.1590/1678-69712017/administracao.v18n1p15-39>
- Deem, R., & Brehony, K. J. (2005). Management as Ideology: The Case of 'New Managerialism' in Higher Education. *Oxford Review of Education*, 31, 217-235. <https://doi.org/10.1080/03054980500117827>
- Denning, S. (2023). *Why 'Management' Desperately Needs a Fresh Definition*. Forbes. <https://www.forbes.com/sites/stevedenning/2023/07/24/why-management-desperately-needs-a-fresh-definition/>
- Dodgson, J. E. (2021). Critical Analysis: The Often-Missing Step in Conducting Literature Review Research. *Journal of Human Lactation*, 37, 27-32. <https://doi.org/10.1177/0890334420977815>
- Dragulescu, A., & Arendt, C. (2020). *Package "XLSX". Version, 0.6.5*. <https://github.com/colearendt/xlsx>
- Ellison, T. M., & Reinöhl, U. (2024). Compositionality, Metaphor, and the Evolution of Language. *International Journal of Primatology*, 45, 703-719. <https://doi.org/10.1007/s10764-022-00315-w>
- Eneh, S. I., & Awara, N. F. (2016). Strategic Human Resource Management Practices and Organizational Growth: A Theoretical Perspective. *Global Journal of Social Sciences*, 15, 27-37. <https://doi.org/10.4314/gjss.v15i1.3>

- Evans, D. W., & Lucas, N. (2023). What Is Manipulation? A New Definition. *BMC Musculoskeletal Disorders*, 24, Article No. 194. <https://doi.org/10.1186/s12891-023-06298-w>
- Faghieh, N., Bavandpour, M., & Forouharfar, A. (2016). Biological Metaphor and Analogy Upon Organizational Management Research within the Development of Clinical Organizational Pathology. *QScience Connect*, 2016, 1-27. <https://doi.org/10.5339/connect.2016.4>
- Feinerer, I., & Hornik, K. (2024). Package "TM". <https://doi.org/10.32614/CRAN.package.tm>
- Franken, E., & Plimmer, G. (2019). Mediocre and Harmful Public Sector Leadership. *International Journal of Public Leadership*, 15, 274-286. <https://doi.org/10.1108/ijpl-09-2019-0058>
- Freeden, M. (2000). Practising Ideology and Ideological Practices. *Political Studies*, 48, 302-322. <https://doi.org/10.1111/1467-9248.00261>
- Fuertes, G., Alfaro, M., Vargas, M., Gutierrez, S., Ternero, R., & Sabattin, J. (2020). Conceptual Framework for the Strategic Management: A Literature Review—Descriptive. *Journal of Engineering*, 2020, Article ID: 6253013. <https://doi.org/10.1155/2020/6253013>
- Fujimoto, Y., & Uddin, M. J. (2020). Poor-inclusive Workplace Model: A Relational Perspective. *Equality, Diversity and Inclusion: An International Journal*, 39, 881-900. <https://doi.org/10.1108/edi-11-2019-0267>
- Gaiter, D. J. (2013). Facets of Leadership. *Neurodiagnostic Journal*, 53, 323-327.
- Gemeda, H. K., & Lee, J. (2020). Leadership Styles, Work Engagement and Outcomes among Information and Communications Technology Professionals: A Cross-National Study. *Heliyon*, 6, e03699. <https://doi.org/10.1016/j.heliyon.2020.e03699>
- George, G., Haas, M. R., McGahan, A. M., Schillebeeckx, S. J. D., & Tracey, P. (2023). Purpose in the For-Profit Firm: A Review and Framework for Management Research. *Journal of Management*, 49, 1841-1869. <https://doi.org/10.1177/01492063211006450>
- Gigliani, G. B., & Bedeian, A. G. (2019). A conspectus of Management Control Theory: 1900-1972. In A. J. Berry (Ed.), *Management Control Theory* (pp. 3-16). Routledge.
- Griffin, R. W. (2022). *Fundamentals of Management*. Cengage Learning, Inc.
- Grün, B., & Hornik, K. (2024). Package "Topicmodels". <https://doi.org/10.32614/CRAN.package.topicmodels>
- Hadid, W., & Al-Sayed, M. (2021). Management Accountants and Strategic Management Accounting: The Role of Organizational Culture and Information Systems. *Management Accounting Research*, 50, Article ID: 100725. <https://doi.org/10.1016/j.mar.2020.100725>
- Haig, Z. (2020). Novel Interpretation of Information Operations in Today's Changed Operational Environment. *Scientific Bulletin*, 25, 93-102. <https://doi.org/10.2478/bsaft-2020-0013>
- Harley, B., & Fleming, P. (2021). Not Even Trying to Change the World: Why Do Elite Management Journals Ignore the Major Problems Facing Humanity? *The Journal of Applied Behavioral Science*, 57, 133-152. <https://doi.org/10.1177/0021886321997189>
- Heath, B. L., & Jackson, R. A. (2013). Ontological Implications of Modeling and Simulation in Postmodernity. In A. Tolk, (Ed.), *Ontology, Epistemology, and Teleology for Modeling and Simulation* (pp. 89-103). Springer Berlin Heidelberg. https://doi.org/10.1007/978-3-642-31140-6_4
- Hilton, S. K., Arkorful, H., & Martins, A. (2021). Democratic Leadership and Organizational Performance: The Moderating Effect of Contingent Reward. *Management Research Review*, 44, 1042-1058. <https://doi.org/10.1108/mrr-04-2020-0237>

- Hou, F., Wu, Y., Li, M., & Huang, W. (2021). Physiotherapist' Job Performance, Impression Management and Organizational Citizenship Behaviors: An Analysis of Hierarchical Linear Modeling. *PLOS ONE*, *16*, e0251843. <https://doi.org/10.1371/journal.pone.0251843>
- Hummel, R. P. (2008). *The Bureaucratic Experience: The Post-Modern Challenge* (5th ed.). M. E. Sharpe.
- Hussain, I., Mujtaba, G., Shaheen, I., Akram, S., & Arshad, A. (2022). An Empirical Investigation of Knowledge Management, Organizational Innovation, Organizational Learning, and Organizational Culture: Examining a Moderated Mediation Model of Social Media Technologies. *Journal of Public Affairs*, *22*, e2575. <https://doi.org/10.1002/pa.2575>
- Hvitfeldt, E., & Silge, J. (2024). *Package "Textdata". Version, 0.4.5*. <https://doi.org/10.32614/CRAN.package.textdata>
- Idrus, M. M., Ismail, H., Mat Saad, N. S., Abdullah, H., Puteh-Behak, F., Darmi, R. et al. (2022). Generating Alternatives to Dominant Ideology of English Language Position in Malaysia: A Colonial Vision or Postcolonial Revision? *Globalizations*, *19*, 711-724. <https://doi.org/10.1080/14747731.2021.1934961>
- Jackson, R. (2022). *Management in Quandary: A Critique of Organizational Power*. Ross Jackson.
- Jackson, R. A., & Heath, B. L. (2024). Ideology & Revolution in *the Society of the Spectacle*. *Open Journal of Philosophy*, *14*, 904-940. <https://doi.org/10.4236/ojpp.2024.144061>
- Jæger, K., & Pedersen, A. G. J. (2020). Understanding organizational boundaries. *Globe: A Journal of Language, Culture and Communication*, *9*, 1-14.
- Javed, M., Rashid, M. A., Hussain, G., & Ali, H. Y. (2020). The Effects of Corporate Social Responsibility on Corporate Reputation and Firm Financial Performance: Moderating Role of Responsible Leadership. *Corporate Social Responsibility and Environmental Management*, *27*, 1395-1409. <https://doi.org/10.1002/csr.1892>
- Jenkins, S. R., Pui San Tse, Vance, J., & Allison, A. (2019). Implicitly Measured Self Definition and Social Definition Predict Men's Life Outcomes 10 Years Later. *SIS Journal of Projective Psychology & Mental Health*, *26*, 77-86.
- Jockers, M. L. (2014). *Text Analysis with R for Students of Literature*. Springer.
- Johnson, W. (1946). *People in Quandary: The Semantics of Personal Adjustment*. Harper & Brothers Publishers.
- Joseph, J., & Gaba, V. (2020). Organizational Structure, Information Processing, and Decision-Making: A Retrospective and Road Map for Research. *Academy of Management Annals*, *14*, 267-302. <https://doi.org/10.5465/annals.2017.0103>
- Kalogiannidis, S. (2020). Impact of Effective Business Communication on Employee Performance. *European Journal of Business and Management Research*, *5*, Article 631. <https://doi.org/10.24018/ejbmr.2020.5.6.631>
- Kamran, K., Farasat, M., Azam, A., & Atif, M. M. (2023). Supervisor Bottom Line Mentality, Self-Regulation Impairment and Unethical Pro-Organizational Behavior: Investigating the Moderating Effect of Perceived Employability. *International Journal of Ethics and Systems*, *39*, 342-360. <https://doi.org/10.1108/ijoes-02-2022-0043>
- Khaltar, O., & Moon, M. J. (2020). Effects of Ethics and Performance Management on Organizational Performance in the Public Sector. *Public Integrity*, *22*, 372-394. <https://doi.org/10.1080/10999922.2019.1615163>
- Klikauer, T. (2019). A Preliminary Theory of Managerialism as an Ideology. *Journal for the Theory of Social Behaviour*, *49*, 421-442. <https://doi.org/10.1111/jtsb.12220>

- Koontz, H. (1961). The Management Theory Jungle. *Academy of Management Journal*, 4, 174-188. <https://doi.org/10.2307/254541>
- Kotter, J. P. (2019). What Effective General Managers Really Do. In R. Stewart (Ed.), *Managerial Work* (pp. 137-148). Routledge. <https://doi.org/10.4324/9780429398599-8>
- Kühne, F., Ehmcke, R., Härter, M., & Kriston, L. (2015). Conceptual Decomposition of Complex Health Care Interventions for Evidence Synthesis: A Literature Review. *Journal of Evaluation in Clinical Practice*, 21, 817-823. <https://doi.org/10.1111/jep.12384>
- Lê, K. (2024). Hypocritical Management Studies. *Emancipations*, 3, Article 5. <https://doi.org/10.55533/2765-8414.1073>
- Lee, E., & Yu, H. (2023). Effects of Perceived Spiritual Management, Work Engagement, and Organizational Commitment on Job Satisfaction among Clinical Nurses: The Mediating Role of Perceived Spiritual Management. *BMC Nursing*, 22, Article No. 462. <https://doi.org/10.1186/s12912-023-01625-x>
- Lim, W. M., Kumar, S., & Ali, F. (2022). Advancing Knowledge through Literature Reviews: 'What', 'Why', and 'How to Contribute'. *The Service Industries Journal*, 42, 481-513. <https://doi.org/10.1080/02642069.2022.2047941>
- Lindberg, M. (2018). Relating Inclusiveness and Innovativeness in Inclusive Innovation. *International Journal of Innovation and Regional Development*, 8, 103-119. <https://doi.org/10.1504/ijird.2018.092083>
- Mafabi, S., & Lwanga, F. (2022). Testing the Interaction Effect of Knowledge Management and Creative Climate Towards Organizational Innovation: Evidence from Parastatal Organizations in Uganda. *Online Journal of Applied Knowledge Management*, 10, 1-23. [https://doi.org/10.36965/ojakm.2022.10\(1\)1-23](https://doi.org/10.36965/ojakm.2022.10(1)1-23)
- Magretta, J. (2002). *What Management Is*. Simon and Schuster.
- Mannheim, K. (1949). *An Ideology and Utopia: An Introduction to the Sociology of Knowledge*. Kessinger Legacy Reprints.
- Marx, K. (1992). *Capital: A Critique of Political Economy* (B. Fowkes Trans.). Penguin Classics.
- McManus, J. (2018). Hubris and Unethical Decision Making: The Tragedy of the Uncommon. *Journal of Business Ethics*, 149, 169-185. <https://doi.org/10.1007/s10551-016-3087-9>
- Milosevic, I., Maric, S., & Lončar, D. (2020). Defeating the Toxic Boss: The Nature of Toxic Leadership and the Role of Followers. *Journal of Leadership & Organizational Studies*, 27, 117-137. <https://doi.org/10.1177/1548051819833374>
- Mintzberg, H. (1980). *The Nature of Managerial Work*. Prentice-Hill, Inc.
- Mintzberg, H. (2009). *Managing*. Berrett-Koehler Publishers, Inc.
- Murphy, K. R. (2020). Performance Evaluation Will Not Die, but It Should. *Human Resource Management Journal*, 30, 13-31. <https://doi.org/10.1111/1748-8583.12259>
- Muzzio, H., & Paiva Júnior, F. G. (2018). Organizational Creativity Management: Discussion Elements. *Revista de Administração Contemporânea*, 22, 922-939. <https://doi.org/10.1590/1982-7849rac2018170409>
- Naderpajouh, N., Matinheikki, J., Keeys, L. A., Aldrich, D. P., & Linkov, I. (2020). Resilience and Projects: An Interdisciplinary Crossroad. *Project Leadership and Society*, 1, Article ID: 100001. <https://doi.org/10.1016/j.plas.2020.100001>
- Nico, D., M. Borghi, A., Tummolini, L., & Daprati, E. (2024). Abstract Concepts and Simulated Competition. *Psychological Research*, 88, 238-256. <https://doi.org/10.1007/s00426-023-01843-7>

- Nienaber, H., & Martins, N. (2020). Exploratory Study: Determine Which Dimensions Enhance the Levels of Employee Engagement to Improve Organisational Effectiveness. *The TQM Journal*, 32, 475-495. <https://doi.org/10.1108/tqm-05-2019-0151>
- Nouri, B. A., & Mousavi, M. M. (2020). Effect of Cooperative Management on Organizational Agility with the Mediating Role of Employee Empowerment in Public Transportation Sector. *Cuadernos de Gestión*, 20, 15-46. <https://doi.org/10.5295/cdg.170873ba>
- Ooms, J. (2024). Package "Pdftools". <https://doi.org/10.32614/CRAN.package.pdfutils>
- Osayande, F. (2021). Knowledge Management and Organizational Performance of Selected Deposit Money Banks in Nigeria. *Journal of Public Administration, Finance and Law*, 22, Article ID: 216245. <https://doi.org/10.47743/jopaf-2021-22-16>
- O'Shea, T. (2019). Are Workers Dominated? *Journal of Ethics and Social Philosophy*, 16, 1-24. <https://doi.org/10.26556/jesp.v16i1.631>
- Paruzel-Czachura, M. (2023). What Is Morality? Narrow and Broad Definition. *Psychological Inquiry*, 34, 91-95. <https://doi.org/10.1080/1047840x.2023.2248855>
- Petts, A. L. (2020). It's All in the Definition: Color-blind Interpretations of School Diversity. *Sociological Forum*, 35, 465-487. <https://doi.org/10.1111/socf.12590>
- Pirson, M. (2019). A Humanistic Perspective for Management Theory: Protecting Dignity and Promoting Well-being. *Journal of Business Ethics*, 159, 39-57. <https://doi.org/10.1007/s10551-017-3755-4>
- Priest, J., & Hallebone, E. (2009). Extending the Repertoire of Research Approaches in a Professional Doctoral Program: The Place and Shape of a Critical Perspective. In J. W. Cox, & T. G. LeTrent-Jones (Eds.), *Critical Management Studies at Work* (pp. 144-159). Edward Elgar Publishing. <https://doi.org/10.4337/9781848449497.00017>
- Purwanto, A., Purba, J. T., Bernarto, I., & Sijabat, R. (2021). Effect of Transformational Leadership, Job Satisfaction, and Organizational Commitments on Organizational Citizenship Behavior. *Inovbiz: Jurnal Inovasi Bisnis*, 9, 61-69. <https://doi.org/10.35314/inovbiz.v9i1.1801>
- Reboulet, A., & Jackson, R. A. (2021). Effective Communication Approaches for Decision Analytics. In R. Jackson, & A. Reboulet (Eds.), *Effective Strategies for Communicating Insights in Business* (pp. 13-31). IGI Global. <https://doi.org/10.4018/978-1-7998-3964-4.ch002>
- Robinson, D., & Silge, J. (2024). Package "Tidytext". <https://doi.org/10.32614/CRAN.package.tidytext>
- Saks, A. M. (2022). Caring Human Resources Management and Employee Engagement. *Human Resource Management Review*, 32, Article ID: 100835. <https://doi.org/10.1016/j.hrmr.2021.100835>
- Samimi, M., Cortes, A. F., Anderson, M. H., & Herrmann, P. (2022). What Is Strategic Leadership? Developing a Framework for Future Research. *The Leadership Quarterly*, 33, 101353. <https://doi.org/10.1016/j.leaqua.2019.101353>
- Sang, H. W., & Kirui, J. (2019). *Ethical Issues in Selected Human Resource Management Practices and Sustainable Human Resource Management*. <http://ir-library.kabianga.ac.ke/handle/123456789/445>
- Schermerhorn, J. R. (2011). *Introduction to Management*. John Wiley & Sons.
- Schnatterly, K., Gangloff, K. A., & Tuschke, A. (2018). CEO Wrongdoing: A Review of Pressure, Opportunity, and Rationalization. *Journal of Management*, 44, 2405-2432. <https://doi.org/10.1177/0149206318771177>

- Setiawan, R. (2020). A Study of Behaviour Management: The Effect of Transformational Leadership to Employee Innovative Behaviour through Collaborative Human Resource Management and Adhocracy Organizational Culture. *Systematic Reviews in Pharmacy*, *11*, 2353-2367.
- Silge, J., & Robinson, D. (2017). *Text Mining with R*. O'Reilly Media Inc.
- Silva, M. D. C., & Simões Gomes, C. F. (2019). Aligned Project Management Practices to Organizational Culture Typologies. *Annals of the Faculty of Engineering Hunedoara—International Journal of Engineering*, *17*, 41-52.
- Sinambela, E. A., Darmawan, D., & Mendrika, V. (2022). Effectiveness of Efforts to Establish Quality Human Resources in the Organization. *Journal of Marketing and Business Research (MARK)*, *2*, 47-58.
- Sleveland, A., Lende, T. H., Søliland, H., Lode, K., & Braut, G. S. (2022). The Balance between Professional Autonomy and Organizational Obligations in Resilient Management of Specialized Health Care: A Norwegian Document Study. *International Journal of Risk & Safety in Medicine*, *33*, 335-355. <https://doi.org/10.3233/jrs-210003>
- Snyder, H. (2019). Literature Review as a Research Methodology: An Overview and Guidelines. *Journal of Business Research*, *104*, 333-339. <https://doi.org/10.1016/j.jbusres.2019.07.039>
- Spicer, A., & Alvesson, M. (2024). Critical Management Studies: A Critical Review. *Journal of Management Studies*, *62*, 446-483. <https://doi.org/10.1111/joms.13047>
- Stanković, S., Hillberg, E., & Ackeby, S. (2022). System Integrity Protection Schemes: Naming Conventions and the Need for Standardization. *Energies*, *15*, Article e3920. <https://doi.org/10.3390/en15113920>
- Suzuki, Y. (2005). The Adaptation of Western Management Ideologies: The Revised Capitalism of Keizai Doyukai in Postwar Japan. *International Journal of Japanese Sociology*, *14*, 70-83. <https://doi.org/10.1111/j.1475-6781.2005.00069.x>
- Tacchella, A., Napoletano, A., & Pietronero, L. (2020). The Language of Innovation. *PLOS ONE*, *15*, e0230107. <https://doi.org/10.1371/journal.pone.0230107>
- Tamura, S. (2013). Generic Definition of Standardization and the Correlation between Innovation and Standardization in Corporate Intellectual Property Activities. *Science and Public Policy*, *40*, 143-156. <https://doi.org/10.1093/scipol/scs075>
- Thayf, H. S., Syamsuddin, M. M., & Supartiningsih, S. (2021). Critical Management Studies: Introducing a New Perspective. *International Journal of Creative Business and Management*, *1*, 38-48. <https://doi.org/10.31098/ijcbm.v1i1.4377>
- Thomas, J. J., Moring, J. C., Baker, S., Walker, M., Warino, T., Hobbs, T. et al. (2017). Do Words Matter? Health Care Providers' Use of the Term Prediabetes. *Health, Risk & Society*, *19*, 301-315. <https://doi.org/10.1080/13698575.2017.1386284>
- Titov, S., Birukov, A., & Vichodtseva, E. (2020). Organizational Culture and Project Management in India and Russia in the Context of Binational Projects. *TEM Journal*, *9*, 601-605. <https://doi.org/10.18421/tem92-23>
- Tourish, D. (2020). The Triumph of Nonsense in Management Studies. *Academy of Management Learning & Education*, *19*, 99-109. <https://doi.org/10.5465/amle.2019.0255>
- Troyer, K., Jackson, R., Wilson, R., & Besson, L. (2024). Introducing Personality Psychology in Business: Insights & Implications from a Textual Analysis. *Open Journal of Business and Management*, *12*, 1845-1871. <https://doi.org/10.4236/ojbm.2024.123098>
- Van Dijk, T. A. (2013). Ideology and Discourse. In M. Freedon, & M. Stears (Eds.), *The Oxford Handbook of Political Ideologies* (pp. 175-196). Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780199585977.013.007>

- Vanderhooft, J. E. (2021). Ineffective Communication: The Uninformed Injured Worker. *Journal of Bone and Joint Surgery*, 103, 1772-1776. <https://doi.org/10.2106/jbjs.21.00182>
- Vijaya Rao, M. S., Thirunavukkarasu, T., Lal, S. K., Kolgiri, S., Patil, S. S., & Aher, H. R. (2022). A Study of the Relationship among Supply Chain Performance Management Factors and Organizational Performance of Manufacturing Industries. *Journal of Pharmaceutical Negative Results*, 13, 3397-3403. <https://doi.org/10.47750/pnr.2022.13.S07.439>
- Vlad, L. B. (2020). Urban Resilience Definitions and Limits of Conceptual Interpretation. *Revista Română de Geografie Politică*, 22, 84-89. <https://doi.org/10.30892/rrgp.222104-337>
- Wickham, H. (2023a). Package "Tidyverse". <https://doi.org/10.32614/CRAN.package.tidyverse>
- Wickham, H. (2023b). Package "Stringer". Version, 1.5.1. <https://doi.org/10.32614/CRAN.package.stringr>
- Wickham, H., Bryan, J., Kalicinski, M., Valery, K., Leittenne, C., Colbert, B., Hoerl, D., & Miller, E. (2023a). Package "Readxl". Version, 1.4.3. <https://github.com/tidyverse/readxl>
- Wickham, H., Romain, F., Henry, L., Müller, K., & Vaughan, D. (2023b). Package "Dplyr". Version, 1.1.4. <https://doi.org/10.32614/CRAN.package.dplyr>
- Wickham, H., Vaughan, D., Girlich, M., & Ushey, K. (2024). Package "Tidyr". Version, 1.3.1. <https://doi.org/10.32614/CRAN.package.tidyr>
- Wiyono, B. B. et al. (2020). Comparative Effect of the Supervision of the Principal and Quality of Organizational Management in School Education. *Uto-pia y Praxis Latino-americana*, 25, 368-380. <https://doi.org/10.5281/zenodo.4155681>
- Woods, D. R., Benschop, Y., & van den Brink, M. (2022). What Is Intersectional Equality? A Definition and Goal of Equality for Organizations. *Gender, Work & Organization*, 29, 92-109. <https://doi.org/10.1111/gwao.12760>
- Yu, J., Pacheco, J. A., Ghosh, A. S., Luo, Y., Weng, C., Shang, N. et al. (2022a). Under-specification as the Source of Ambiguity and Vagueness in Narrative Phenotype Algorithm Definitions. *BMC Medical Informatics and Decision Making*, 22, Article No. 23. <https://doi.org/10.1186/s12911-022-01759-z>
- Yu, J., Yuan, L., Han, G., Li, H., & Li, P. (2022b). A Study of the Impact of Strategic Human Resource Management on Organizational Resilience. *Behavioral Sciences*, 12, Article 508. <https://doi.org/10.3390/bs12120508>
- Zaman, R., Jain, T., Samara, G., & Jamali, D. (2022). Corporate Governance Meets Corporate Social Responsibility: Mapping the Interface. *Business & Society*, 61, 690-752. <https://doi.org/10.1177/0007650320973415>

Appendix

- Adamska, K., Kosakowska-Berezecka, N., Jurek, P., & Konarski, R. (2022). Gender Perspectives on Self-censorship in Organizations: The Role of Management Position, Procedural Justice and Organizational Climate. *European Journal of Social Psychology, 52*, 570-583. <https://doi.org/10.1002/ejsp.2838>
- Afonina, A. (2015). Strategic Management Tools and Techniques and Organizational Performance: Findings from the Czech Republic. *Journal of Competitiveness, 7*, 19-36. <https://doi.org/10.7441/joc.2015.03.02>
- Ahmed, S., Fiaz, M., & Shoaib, M. (2015). Impact of Knowledge Management Practices on Organizational Performance: An Empirical Study of Banking Sector in Pakistan. *FWU Journal of Social Sciences, 9*, 147-167.
- Akhtar, N., & Hassan, S. S. (2021). Conflict Management Styles as Predictors of Organizational Commitment in University Teachers. *Journal of Behavioural Sciences, 31*, 98-123.
- Albreiki, S., Simsekler, M. C. E., Qazi, A., & Bouabid, A. (2024). Assessment of the Organizational Factors in Incident Management Practices in Healthcare: A Tree Augmented Naive Bayes Model. *PLOS ONE, 19*, e0299485. <https://doi.org/10.1371/journal.pone.0299485>
- Altuntaş, S., Harmanci Seren, A. K., Alaçam, B., & Baykal, Ü. (2022). The Relationship between Nurses' Personality Traits and Their Perceptions of Management by Values, Organizational Justice, and Turnover Intention. *Perspectives in Psychiatric Care, 58*, 910-918. <https://doi.org/10.1111/ppc.12873>
- Aminbeidokhti, A., Jamshidi, L., & Mohammadi Hoseini, A. (2016). The Effect of the Total Quality Management on Organizational Innovation in Higher Education Mediated by Organizational Learning. *Studies in Higher Education, 41*, 1153-1166. <https://doi.org/10.1080/03075079.2014.966667>
- Andrade, G. A. S., Espejo, M. M. S. B., García-Contreras, R., & Santos, C. A. D. (2023). Social Customer Relationship Management and Organizational Resilience of Brazilian Microenterprises during the Covid-19 Pandemic. *RAM. Revista de Administração Mackenzie, 24*, eRAMD230044. <https://doi.org/10.1590/1678-6971/eramd230044.en>
- Anvari, R., Kumpikaitė-Valiūnienė, V., Mobarhan, R., Janjaria, M., & Hosseinpour Chermahini, S. (2023). Strategic Human Resource Management Practitioners' Emotional Intelligence and Affective Organizational Commitment in Higher Education Institutions in Georgia during Post-covid-19. *PLOS ONE, 18*, e0295084. <https://doi.org/10.1371/journal.pone.0295084>
- Nouri, B. A., & Mousavi, M. M. (2020). Effect of Cooperative Management on Organizational Agility with the Mediating Role of Employee Empowerment in Public Transportation Sector. *Cuadernos de Gestión, 20*, 15-46. <https://doi.org/10.5295/cdg.170873ba>
- Ateş, A., & Ünal, A. (2021). The Relationship between Diversity Management, Job Satisfaction and Organizational Commitment in Teachers: A Mediating Role of Perceived Organizational Support. *Educational Sciences: Theory & Practice, 21*, 18-32.
- Atrizka, D., Lubis, H., Simanjuntak, C. W., & Pratama, I. (2020). Ensuring Better Affective Commitment and Organizational Citizenship Behavior through Talent Management and Psychological Contract Fulfillment: An Empirical Study of Indonesia Pharmaceutical Sector. *Systematic Reviews in Pharmacy, 11*, 545-553.
- Aziabah, S. B. A., Biitir, S., & Attakora-Amaniampong, E. (2023). Organizational Challenges of Public Housing Management in the Global South. A Systems Assessment of Ghana. *Housing Studies, 38*, 1367-1391.

<https://doi.org/10.1080/02673037.2022.2060942>

- Banihashemi, S. A., Khalilzadeh, M., & Pamukar, D. (2023). Analysis of the Organizational Knowledge Management System of Nurse Education Centers with Hybrid Fuzzy Dematel-Network DEA Method. *International Journal of Knowledge-Based and Intelligent Engineering Systems*, 27, 395-406. <https://doi.org/10.3233/kes-230458>
- Batmomolin, A., Sadikin, M., Hadi, J., Gunawan P, A., & Sadana, S. (2022). Effect of Diversity Management on Organizational Trust, Employee Innovative Behavior, and Employee Engagement: Evidence from Indonesia. *Scientific Papers of the University of Pardubice, Series D: Faculty of Economics and Administration*, 30, 1560. <https://doi.org/10.46585/sp30021560>
- Bauwens, R., Audenaert, M., Huisman, J., & Decramer, A. (2019). Performance Management Fairness and Burnout: Implications for Organizational Citizenship Behaviors. *Studies in Higher Education*, 44, 584-598. <https://doi.org/10.1080/03075079.2017.1389878>
- Bello, B. A., & Ologbenla, P. (2022). Human Resource Management Practices and Organizational Citizenship Behaviour in Wire and Cable Industry in South-Western Nigeria. *Journal of Academic Research in Economics*, 14, 16-30.
- Beuren, I. M., & Santos, V. d. (2019). Enabling and Coercive Management Control Systems and Organizational Resilience. *Revista Contabilidade & Finanças*, 30, 307-323. <https://doi.org/10.1590/1808-057x201908210>
- Beuren, I., Santos, V., & Bernd, D. (2020). Effects of the Management Control System on Empowerment and Organizational Resilience. *Brazilian Business Review*, 17, 211-232. <https://doi.org/10.15728/bbr.2020.17.2.5>
- Boyd, D. (2022). CRNA Engagement During the COVID-19 Crisis: Optimization of Resource Management, Organizational Climate, and Contributions to Care. *AANA Journal*, 90, 369-376.
- Bucăța, G. (2018). The Challenges of Organizational Management. *Land Forces Academy Review*, 23, 275-281. <https://doi.org/10.2478/raft-2018-0034>
- Bucăța, G. (2021). Consideration on the Covid-19 Pandemic and the New Challenges of Organizational Management. *Scientific Bulletin*, 26, 98-108. <https://doi.org/10.2478/bsaft-2021-0012>
- Castillo Tomalà, D. M., Valverde Meza, C. J., & Luna Rioja, C. H. (2022). Organizational Change in the Management of Cancer Preventive Services at the Regional Institute of Neoplastic Diseases “Dr. Luis Pinillos Ganoza.” *Journal of Pharmaceutical Negative Results*, 13, 1409-1423.
- Chienwattanasook, K., & Jermsittiparsert, K. (2019). Influence of Entrepreneurial Orientation and Total Quality Management on Organizational Performance of Pharmaceutical SMEs in Thailand with Moderating Role of Organizational Learning. *Systematic Reviews in Pharmacy*, 10, 223-333.
- Christopher, P., & Devi, A. C. (2022). A Critical Review on Talent Management Strategies and Organizational Commitment. *Journal of Algebraic Statistics*, 13, 253-261.
- da Silva Wegner, R., Tontini, J., Costa, V. M. F., Muller Junior, A., & Silva, D. J. C. D. (2021). An Analysis of the Influence of Organizational Leadership on Innovation Management Using the Fuzzy-AHP Method. *Revista de Administração da UFSM*, 14, 521-544. <https://doi.org/10.5902/1983465940719>
- Dahlqvist, I., Ståhl, C., Severin, J., & Akerstrom, M. (2023). Shifting from an Individual to an Organizational Perspective in Work Environment Management—A Process Evaluation of a Six-Year Intervention Program within the Swedish Public Sector. *BMC Public*

- Health*, 23, Article No. 1108. <https://doi.org/10.1186/s12889-023-16059-y>
- De Clercq, D., Fatima, T., & Jahanzeb, S. (2021). Impressing for Popularity and Influence among Peers: The Connection between Employees' Upward Impression Management and Peer-Rated Organizational Influence. *The Journal of Social Psychology*, 161, 608-626. <https://doi.org/10.1080/00224545.2020.1851639>
- de Nazaré Moraes Soares, M., Rebouças, S. M. D. P., & Lazaro, J. C. (2020). The Substantive Rationality of Self-Management Practices: An Analysis of the Organizational Dynamics of Women in Solidarity Economy from the Perspective of Oral History. *Revista de Administração da UFSM*, 13, 1216-1234. <https://doi.org/10.5902/1983465943355>
- de Souza Libânio, C., Amaral, F. G., & Migowski, S. A. (2017). Classification of Competencies in Design Management: Individual, Collective and Organizational Levels. *Strategic Design Research Journal*, 10, 195-203. <https://doi.org/10.4013/sdrj.2017.103.01>
- Demirci, A. E. (2019). Organizational Culture and Management Cynicism: How Different Cultural Profiles Affect Cynical Views on Managers. *Anadolu Üniversitesi Sosyal Bilimler Dergisi*, 19, 305-320. <https://doi.org/10.18037/ausbd.632108>
- Eckwright, G. Z., & Bolin, M. K. (2001). The Hybrid Librarian: The Affinity of Collection Management with Technical Services and the Organizational Benefits of an Individualized Assignment. *The Journal of Academic Librarianship*, 27, 452-456. [https://doi.org/10.1016/s0099-1333\(01\)00259-2](https://doi.org/10.1016/s0099-1333(01)00259-2)
- El-adaway, I. H., & Jennings, M. (2022). Professional and Organizational Leadership Role in Ethics Management: Avoiding Reliance on Ethical Codification and Nurturing Ethical Culture. *Science and Engineering Ethics*, 28, Article No. 33. <https://doi.org/10.1007/s11948-022-00385-2>
- Elgharabawy, A., & Abdel-Kader, M. (2021). Value-based Management, Corporate Governance and Organizational Performance: Evidence from the Uk. *The Journal of Developing Areas*, 55, 115-130. <https://doi.org/10.1353/jda.2021.0035>
- Eneh, S. I., & Awara, N. F. (2016). Strategic Human Resource Management Practices and Organizational Growth: A Theoretical Perspective. *Global Journal of Social Sciences*, 15, 27-37. <https://doi.org/10.4314/gjss.v15i1.3>
- Faghih, N., Bavandpour, M., & Forouharfar, A. (2016). Biological Metaphor and Analogy Upon Organizational Management Research within the Development of Clinical Organizational Pathology. *QScience Connect*, 2016, 1-27. <https://doi.org/10.5339/connect.2016.4>
- Genari, D., & Macke, J. (2022). Sustainable Human Resource Management Practices and the Impacts on Organizational Commitment. *Revista de Administração de Empresas*, 62, e2021-0356. <https://doi.org/10.1590/s0034-759020220505>
- Grapégia Dal Vesco, D. G. D., & Beuren, I. M. (2023). Effects of Intellectual Capital and Management Control Systems on Organizational Performance Mediated by Cooperation in the Franchising System. *Brazilian Business Review*, 20, 704-720. <https://doi.org/10.15728/bbr.2021.1042.en>
- Hernández, A. C. C., García de Velazco, J. J. H., Ripoll, R. R., & Hernández, I. V. R. (2020). University Social Responsibility in the Organizational Happiness Management. *Utopia y Praxis Latinoamericana*, 25, 427-440.
- Hou, F., Wu, Y., Li, M., & Huang, W. (2021). Physiotherapist' Job Performance, Impression Management and Organizational Citizenship Behaviors: An Analysis of Hierarchical Linear Modeling. *PLOS ONE*, 16, e0251843. <https://doi.org/10.1371/journal.pone.0251843>
- Huang, G., Lee, S., & Cliniciu, D. L. (2023). Competitive Advantages of Organizational

- Project Management Maturity: A Quantitative Descriptive Study in Australia. *PLOS ONE*, 18, e0287225. <https://doi.org/10.1371/journal.pone.0287225>
- Hussain, I., Mujtaba, G., Shaheen, I., Akram, S., & Arshad, A. (2022). An Empirical Investigation of Knowledge Management, Organizational Innovation, Organizational Learning, and Organizational Culture: Examining a Moderated Mediation Model of Social Media Technologies. *Journal of Public Affairs*, 22, e2575. <https://doi.org/10.1002/pa.2575>
- Iordache, V. M., Zaharia, S. E., & Pietreanu, C. V. (2021). Risk Management and Organizational Considerations for Enhancing Safety State Given the Continuous Technological Development Processes. *Incas Bulletin*, 13, 257-262. <https://doi.org/10.13111/2066-8201.2021.13.1.26>
- Jackovics, P. (2019). Evaluation a City Emergency Management Exercise for Organizational Learning. *Interdisciplinary Description of Complex Systems*, 17, 177-186. <https://doi.org/10.7906/indecs.17.1.17>
- Jiang, Z., Wang, Z., & Xing, X. (2022). Uncovering the Motives to Adopt Voluntary Environmental Management: An Organizational Legitimacy Perspective. *Polish Journal of Environmental Studies*, 31, 3105-3119. <https://doi.org/10.15244/pjoes/146740>
- Johnson, P. (1990). Matrix Management: An Organizational Alternative for Libraries. *Journal of Academic Librarianship*, 16, 222.
- Junqueira, E., Dutra, E. V., Zanquetto Filho, H., & Gonzaga, R. P. (2016). The Effect of Strategic Choices and Management Control Systems on Organizational Performance. *Revista Contabilidade & Finanças*, 27, 334-348. <https://doi.org/10.1590/1808-057x201601890>
- Khaltar, O., & Moon, M. J. (2020). Effects of Ethics and Performance Management on Organizational Performance in the Public Sector. *Public Integrity*, 22, 372-394. <https://doi.org/10.1080/10999922.2019.1615163>
- Khan, M. N., & Zaman, U. (2021). The Effect of Knowledge Management Practices on Organizational Innovation: Moderating Role of Management Support. *Journal of Public Affairs*, 21, e2284. <https://doi.org/10.1002/pa.2284>
- Krzych-Fałta, E., Lisiecka-Biełanowicz, M., Furmańczyk, K., Piekarska, B., Wojas, O., & Samoliński, B. (2019). Organizational Model for the Management of Patients with Chronic Allergic Conditions. *Advances in Dermatology and Allergology*, 36, 339-345. <https://doi.org/10.5114/ada.2019.84288>
- Kulikowska-Pawlak, M., & Zatoński, M. (2022). The Relationship between Organizational Politics, Strategic Political Management, and Competitive Advantage. *International Journal of Contemporary Management*, 58, 15-27. <https://doi.org/10.2478/ijcm-2022-0011>
- Lee, E., & Yu, H. (2023). Effects of Perceived Spiritual Management, Work Engagement, and Organizational Commitment on Job Satisfaction among Clinical Nurses: The Mediating Role of Perceived Spiritual Management. *BMC Nursing*, 22, Article No. 462. <https://doi.org/10.1186/s12912-023-01625-x>
- Li, H., Feng, J., Zhang, K., Chen, R., Feng, H., & Wang, T. (2021). Collaborative Evolution Mechanism of PMC Project Organizational Management System from the Perspective of Organizational Conflict. *Mathematical Problems in Engineering*, 2021, Article ID: 8638585. <https://doi.org/10.1155/2021/8638585>
- Lin, C., Yu-Ping Wang, C., Wang, C., & Jaw, B. (2017). The Role of Human Capital Management in Organizational Competitiveness. *Social Behavior and Personality: An International Journal*, 45, 81-92. <https://doi.org/10.2224/sbp.5614>

- Lipponen, J., Steffens, N. K., & Holtz, B. C. (2018). Prototypical Supervisors Shape Lay-off Victims' Experiences of Top Management Justice and Organizational Support. *Journal of Occupational and Organizational Psychology, 91*, 158-180. <https://doi.org/10.1111/joop.12197>
- Liu, Q., Lian, Z., & Guo, Y. (2020). Empirical Analysis of Organizational Quality Defect Management Enabling Factors Identification Based on SMT, Interval-Valued Hesitant Fuzzy Set Electre and QRA Methods. *Journal of Intelligent & Fuzzy Systems, 38*, 7595-7608. <https://doi.org/10.3233/jifs-179831>
- Mafabi, S., & Lwanga, F. (2022). Testing the Interaction Effect of Knowledge Management and Creative Climate Towards Organizational Innovation: Evidence from Parastatal Organizations in Uganda. *Online Journal of Applied Knowledge Management, 10*, 1-23. [https://doi.org/10.36965/ojakm.2022.10\(1\)1-23](https://doi.org/10.36965/ojakm.2022.10(1)1-23)
- Mahfuz, J., Nawras, N., Jassim, A. G., Hafaz, N. A., Hayatul, S., & Iman, B. (2020). The Effect of after COVID-19 Human Resource Management Approaches on Organizational Entrepreneurship. *Systematic Reviews in Pharmacy, 11*, 1241-1251.
- Marchisotti, G. G., Domingos, M. D. L. C., & Almeida, R. L. D. (2018). Decision-Making at the First Management Level: The Interference of the Organizational Culture. *RAM. Revista de Administração Mackenzie, 19*, eRAMR180106. <https://doi.org/10.1590/1678-6971/eramr180106>
- Matlabi, M., Fariborzi, E., & Nasser, N. S. (2019). Relationship between Participatory Management with Organizational Citizenship Behavior and Organizational Commitment of Nurses in Hospitals Affiliated with Mashhad University of Medical Sciences. *Quarterly of the Horizon of Medical Sciences, 25*, 198-215. <https://doi.org/10.32598/hms.25.3.198>
- Max, M. (2021). Traditional Organizations and Crisis Management in Transition—Organizational Perspectives on New Dynamics of Independent Civil Engagement. *Journal of Contingencies and Crisis Management, 29*, 2-11. <https://doi.org/10.1111/1468-5973.12296>
- McBeath, B., Mosley, J., Hopkins, K., Guerrero, E., Austin, M., & Tropman, J. (2019). Building Knowledge to Support Human Service Organizational and Management Practice: An Agenda to Address the Research-To-Practice Gap. *Social Work Research, 43*, 115-128. <https://doi.org/10.1093/swr/svz003>
- Mehmood, N., Ahmad, I., & Saeed, S. (2021). The Effect of Knowledge Management Infrastructure and Capabilities on Organizational Learning in Pakistan. *Journal of Contemporary Studies, 10*, 82-102.
- Mišljenović, N., Žnidarec, M., Knežević, G., Šljivic, D., & Sumper, A. (2023). A Review of Energy Management Systems and Organizational Structures of Prosumers. *Energies, 16*, Article 3179. <https://doi.org/10.3390/en16073179>
- Muzzio, H., & Paiva Júnior, F. G. (2018). Organizational Creativity Management: Discussion Elements. *Revista de Administração Contemporânea, 22*, 922-939. <https://doi.org/10.1590/1982-7849rac2018170409>
- Nadkarni, K. V., Sarang, S. D., Kasar, U. U., Gokhale, P. S., Palsule, S. P., Mishra, S. V. et al. (2021). Occupational Therapy Department's Engagement in the Organizational Management of Coronavirus Disease-2019 Pandemic in an Acute Care Setup. *The Indian Journal of Occupational Therapy, 53*, 131-137. https://doi.org/10.4103/ijoth.ijoth_68_21
- Oro, I., & Lavarda, C. (2017). Interaction between Strategy and Organizational Performance: The Influence of Family Management. *Brazilian Business Review, 14*, 493-509. <https://doi.org/10.15728/bbr.2017.14.5.3>
- Osayande, F. (2021). Knowledge Management and Organizational Performance of Selected

- Deposit Money Banks in Nigeria. *Journal of Public Administration, Finance and Law*, 22, 216-245. <https://doi.org/10.47743/jopaf-2021-22-16>
- Paliszkiewicz, J., Gołuchowski, J., & Koohang, A. (2015). Leadership, Trust, and Knowledge Management in Relation to Organizational Performance: Developing an Instrument. *Online Journal of Applied Knowledge Management*, 3, 19-35.
- Palmi, P., Corallo, A., Prete, M. I., & Harris, P. (2021). Balancing Exploration and Exploitation in Public Management: Proposal for an Organizational Model. *Journal of Public Affairs*, 21, e2245. <https://doi.org/10.1002/pa.2245>
- Qayyum, S., Younas, F., & Tariq, S. (2022). Construction and Validation of Organizational Conflict Types and Conflict Management Styles Inventories. *Pakistan Journal of Psychological Research*, 37, 737-762. <https://doi.org/10.33824/pjpr.2022.37.4.44>
- Rastegar, M., Arbabi, H., & Sobhiyah, M. H. (2023). The Impact of Organizational Commitment on Knowledge Management Processes in Project-Based Organizations with the Mediating Role of Employee Motivation. *Revista de Gestão e Secretariado*, 14, 20586-20611. <https://doi.org/10.7769/gesec.v14i11.3086>
- Rice, D. B., Massey, M., Roberts, A., & Sterzenbach, N. (2023). A Social Exchange Examination of Upper-Level Management and Supervisor Organizational Embodiment: The Roles of Supervisor Psychological Contract Fulfillment and Conscientiousness. *The Journal of Social Psychology*, 163, 191-211. <https://doi.org/10.1080/00224545.2021.1994363>
- Rogozińska-Pawelczyk, A. (2024). The Role of Innovative Human Resource Management Practices, Organizational Support and Knowledge Worker Effort in Counteracting Job Burnout in the Polish Business Services Sector. *International Journal of Occupational Medicine and Environmental Health*, 37, 220-233. <https://doi.org/10.13075/ijomch.1896.02381>
- Sahibzada, U. F., Jianfeng, C., Latif, K. F., Shafait, Z., & Sahibzada, H. F. (2022). Interpreting the Impact of Knowledge Management Processes on Organizational Performance in Chinese Higher Education: Mediating Role of Knowledge Worker Productivity. *Studies in Higher Education*, 47, 713-730. <https://doi.org/10.1080/03075079.2020.1793930>
- Sanchez, D. R., Van Zelderren, A. P. A., Kawasaki, K., & Trinh, B. (2024). VR Technology in Organizational Management: Natural Disaster or Perfect Storm. *TIP: The Industrial-Organizational Psychologist*, 61, 12-18.
- Sartelli, M., Labricciosa, F. M., Coccolini, F., Coimbra, R., Abu-Zidan, F. M., Ansaloni, L. et al. (2022). It Is Time to Define an Organizational Model for the Prevention and Management of Infections along the Surgical Pathway: A Worldwide Cross-Sectional Survey. *World Journal of Emergency Surgery*, 17, Article No. 17. <https://doi.org/10.1186/s13017-022-00420-4>
- Sas, N., Mosiakova, I., Zharovska, O., Bilyk, O., Drozd, T., & Shlikhtenko, L. (2023). Innovative Trends in Educational Management in a Globalized World: Organizational Neuroscience. *BRAIN. Broad Research in Artificial Intelligence and Neuroscience*, 14, 450-468. <https://doi.org/10.18662/brain/14.3/484>
- Setiawan, R. (2020). A Study of Behaviour Management: The Effect of Transformational Leadership to Employee Innovative Behaviour through Collaborative Human Resource Management and Adhocracy Organizational Culture. *Systematic Reviews in Pharmacy*, 11, 2353-2367.
- Shi, Y. (2022). Research on University Information Management Based on Nonlinear Matrix Organizational Structure. *Mathematical Problems in Engineering*, 2022, Article ID: 9964513. <https://doi.org/10.1155/2022/9964513>
- Silva, M. D. C., & Simões Gomes, C. F. (2019). Aligned Project Management Practices to

- Organizational Culture Typologies. *Annals of the Faculty of Engineering Hunedoara—International Journal of Engineering*, 17, 41-52.
- Singh, P. (2018). Human Resource Management Practices and Its Impact on Organizational Commitment. *Indian Journal of Positive Psychology*, 9, 482-487.
- Sleveland, A., Lende, T. H., Søliland, H., Lode, K., & Braut, G. S. (2022). The Balance between Professional Autonomy and Organizational Obligations in Resilient Management of Specialized Health Care: A Norwegian Document Study. *International Journal of Risk & Safety in Medicine*, 33, 335-355. <https://doi.org/10.3233/jrs-210003>
- Suša Vugec, D., Ivancic, L., & Milanovic Glavan, L. (2019). Business Process Management and Corporate Performance Management: Does Their Alignment Impact Organizational Performance. *Interdisciplinary Description of Complex Systems*, 17, 368-384. <https://doi.org/10.7906/indecs.17.2.12>
- Tao, Y., Wang, W., & Yang, W. (2022). Organizational Construction of Financial Management Application Platform Based on Commercial Random Matrix. *Mathematical Problems in Engineering*, 2022, Article ID: 2513471. <https://doi.org/10.1155/2022/2513471>
- Titov, S., Birukov, A., & Vichodtseva, E. (2020). Organizational Culture and Project Management in India and Russia in the Context of Binational Projects. *TEM Journal*, 9, 601-605. <https://doi.org/10.18421/tem92-23>
- Usman, M., Naveed, R. T., Iqbal, A., Mustafa, G., & Anwar, A. (2020). The Importance and Implication of Knowledge Management and Its Impact on Organizational Performance. *Abasyn University Journal of Social Sciences*, 13, 394-411.
- Vijaya Rao, M. S., Thirunavukkarasu, T., Lal, S. K., Kolgiri, S., Patil, S. S., & Aher, H. R. (2022). A Study of the Relationship among Supply Chain Performance Management Factors and Organizational Performance of Manufacturing Industries. *Journal of Pharmaceutical Negative Results*, 13, 3397-3403. <https://doi.org/10.47750/pnr.2022.13.S07.439>
- Vuong, B. N. (2022). The Impact of Human Resource Management Practices on Service-Oriented Organizational Citizenship Behaviors: Does Positive Psychological Capital Matter? *Cogent Psychology*, 9, 368-384. <https://doi.org/10.1080/23311908.2022.2080324>
- Wahba, M. (2015). The Impact of Organizational Structure on Knowledge Management Processes in Egyptian Context. *The Journal of Developing Areas*, 49, 275-292. <https://doi.org/10.1353/jda.2015.0173>
- Wang, Q., Shang, Z., Zuo, C., Fan, H., Xu, C., Cai, Z. et al. (2024). Proactive Personality and Turnover Intention: The Mediating Role of Career Aspiration and the Moderating Effect of Organizational Career Management. *Behavioral Sciences*, 14, Article 800. <https://doi.org/10.3390/bs14090800>
- Wassan, A. N., & Kalwar, M. A. (2024). Assessing the Dynamic Impact of Total Quality Management (TQM) Practices on Organizational Performance: A Critical Review. *Jordan Journal of Mechanical & Industrial Engineering*, 18, 535-544.
- Wiyono, B. B., Burhanuddin, & Maisyaroh. (2020). Comparative Effect of the Supervision of the Principal and Quality of Organizational Management in School Education. *Utopia y Praxis Latinoamericana*, 25, 368-380. <https://doi.org/10.5281/zenodo.4155681>
- Wongleedee, K. (2020). The Influence of Organizational Culture Management and Fresh Hiring on the Pharmacies Performance: Mediating Role of Existing Employees. *Systematic Reviews in Pharmacy*, 11, 398-406.
- Xu, Y., Cheng, Z., & Zhang, Y. (2021). Promotion of Millennial Employees' Well-Being in China Based on Organizational Career Management. *Social Behavior and Personality*, 49, 1-12. <https://doi.org/10.2224/sbp.9572>

- Yadav, S., & Rawal, G. (2020). The Organizational Challenges in the Management of the Revised National Tuberculosis Control Program of India: An Overview. *Pan African Medical Journal*, 36, Article 213. <https://doi.org/10.11604/pamj.2020.36.213.16501>
- Yu, J., Yuan, L., Han, G., Li, H., & Li, P. (2022). A Study of the Impact of Strategic Human Resource Management on Organizational Resilience. *Behavioral Sciences*, 12, Article 508. <https://doi.org/10.3390/bs12120508>
- Zhao, Y., Yang, Q., & Zhang, X. (2020). Quality of Phase I Clinical Drug Trials: Influence of Organizational Management Factors. *Journal of Clinical Pharmacy and Therapeutics*, 45, 968-975. <https://doi.org/10.1111/jcpt.13111>
- Zhou, F., & Gu, X. (2019). Fuzzy Impact of Quality Management on Organizational Innovation Performance. *Journal of Intelligent & Fuzzy Systems*, 37, 3093-3101. <https://doi.org/10.3233/jifs-179112>
- Zhou, Z., Liu, Y., Yu, H., & Ren, L. (2020). The Influence of Machine Learning-Based Knowledge Management Model on Enterprise Organizational Capability Innovation and Industrial Development. *PLOS ONE*, 15, e0242253. <https://doi.org/10.1371/journal.pone.0242253>