


BIBLIOMETRIC MAPPING OF DISCIPLINARY MANAGEMENT IN PUBLIC AND MILITARY ORGANIZATIONS FROM A SYSTEMIC PERSPECTIVE: CONTRIBUTIONS FOR THE INTERNAL AFFAIRS DIVISION OF THE CBMSC

MAPEAMENTO BIBLIOMÉTRICO DA GESTÃO DISCIPLINAR EM ORGANIZAÇÕES PÚBLICAS E MILITARES SOB A PERSPECTIVA SISTÊMICA: SUBSÍDIOS PARA A CORREGEDORIA-GERAL DO CBMSC

MAPEO BIBLIOMÉTRICO DE LA GESTIÓN DISCIPLINARIA EN ORGANIZACIONES PÚBLICAS Y MILITARES DESDE UNA PERSPECTIVA SISTÉMICA: SUBSIDIOS PARA LA INSPECCIÓN GENERAL DEL CBMSC

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ABSTRACT

This article analyzes how disciplinary management in public and military organizations has been discussed in the scientific literature, using the experience of the Internal Affairs Office of the Military Fire Brigade of Santa Catarina (CBMSC) as a reference. The research adopts General Systems Theory as its conceptual basis, considering that institutional discipline results from the interaction of integrated and dynamic subsystems. To this end, it develops a bibliometric analysis with a quantitative and descriptive approach, using the Web of Science, SciELO, and Scopus databases between June and July 2025. The searches were structured in English, Portuguese, and Spanish, with keywords combined using Boolean operators. The results indicate that the scientific production on disciplinary management remains fragmented, with emphasis on isolated authors and poorly articulated collaborative networks. There is a concentration of studies in English-speaking countries, while in SciELO the approach is punctual and normative. It is concluded that there are still important gaps, highlighting the need for further research to assess the applicability of the references found in order to improve processes, decision-making tools, and innovation practices within CBMSC, especially in its internal affairs context, thus strengthening governance, ethics, and transparency in the public service.

Keywords: Disciplinary Management. Public and Military Organizations. CBMSC. General Systems Theory.

RESUMO

Este artigo analisa como a gestão disciplinar em organizações públicas e militares vem sendo discutida na literatura científica, tendo como referência a experiência da Corregedoria-

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Geral do Corpo de Bombeiros Militar de Santa Catarina (CBMSC). A pesquisa adota a Teoria Geral de Sistemas como base conceitual, considerando que a disciplina institucional resulta da interação de subsistemas integrados e dinâmicos. Para isso, desenvolve uma análise bibliométrica com abordagem quantitativa e descritiva, utilizando as bases Web of Science, SciELO e Scopus, entre os meses de junho e julho de 2025. As buscas foram estruturadas em inglês, português e espanhol, com palavras-chave combinadas por operadores booleanos. Os resultados indicam que a produção científica sobre gestão disciplinar permanece fragmentada, com destaque para autores isolados e redes colaborativas pouco articuladas. Observa-se concentração de estudos em países de língua inglesa, enquanto na SciELO a abordagem é pontual e normativa. Conclui-se que ainda existem lacunas importantes, apontando a necessidade de investigações futuras mais aprofundadas, que avaliem a aplicabilidade das referências encontradas para aprimorar processos, ferramentas de decisão e práticas de inovação no CBMSC, notadamente em seu âmbito correccional, fortalecendo a governança, a ética e a transparência no serviço público.

Palavras-chave: Gestão Disciplinar. Organizações Públicas e Militares. CBMSC. Teoria Geral de Sistemas.

RESUMEN

Este artículo analiza cómo se ha abordado la gestión disciplinaria en organizaciones públicas y militares en la literatura científica, tomando como referencia la experiencia de la Inspección General del Cuerpo de Bomberos Militares de Santa Catarina (CBMSC). La investigación adopta la Teoría General de Sistemas como marco conceptual, considerando que la disciplina institucional resulta de la interacción de subsistemas integrados y dinámicos. Para ello, desarrolla un análisis bibliométrico con un enfoque cuantitativo y descriptivo, utilizando las bases de datos Web of Science, SciELO y Scopus, entre junio y julio de 2025. Las búsquedas se estructuraron en inglés, portugués y español, con palabras clave combinadas mediante operadores booleanos. Los resultados indican que la literatura científica sobre gestión disciplinaria sigue siendo fragmentada, con un enfoque en autores aislados y redes de colaboración poco coordinadas. Los estudios se concentran en países de habla inglesa, mientras que el enfoque de SciELO es específico y normativo. La conclusión es que persisten importantes deficiencias, lo que pone de relieve la necesidad de realizar investigaciones futuras más exhaustivas para evaluar la aplicabilidad de las referencias encontradas para mejorar los procesos, las herramientas de toma de decisiones y las prácticas de innovación en el CBMSC, en particular en su ámbito penitenciario, fortaleciendo la gobernanza, la ética y la transparencia en el servicio público.

Palabras clave: Gestión Disciplinaria. Organizaciones Públicas y Militares. CBMSC. Teoría General de Sistemas.

1 INTRODUCTION

The Military Fire Brigades of the States, the Federal District and the Territories constitute permanent, exclusive and typical military institutions of the State. They are fundamental for the preservation of public order, the safety of the population, the safety of people and property. In addition, they are indispensable to the democratic rule of law, organized on the basis of military hierarchy and discipline and commanded by an active officer of the last rank (Brasil, 2023). In the state of Santa Catarina, the Military Fire Brigade (CBMSC) is structured into management, support, and execution bodies, with emphasis on the General Command and the General Internal Affairs Office at the strategic level (Santa Catarina, 2018).

The CBMSC General Internal Affairs Office plays a strategic role in disciplinary management, acting in the prevention, investigation and correction of disciplinary and criminal offenses within the corporation, in accordance with the command levels and with the support of article 34 of the Basic Organization Law. To this end, it plans, regulates, coordinates, supervises, and supervises the ethical and professional conduct of military firefighters and civilian agents who have some functional link with the institution, maintaining technical coordination with the sectoral internal affairs offices distributed throughout the organizational structure (Santa Catarina, 2021).

However, contemporary public management imposes increasingly complex challenges on the CBMSC, requiring not only administrative efficiency, but also the ability to anticipate demands, adapt processes, and innovate continuously. In this context, disciplinary management is a strategic component to ensure institutional credibility, ensure compliance with ethical standards and strengthen society's trust in the corporation. Thus, understanding how this topic has been discussed in the scientific field becomes essential to support decisions, improve governance, integrity, and transparency practices, and guide internal policies for the prevention and correction of conduct in the military.

To support this perspective, this study adopts the General Systems Theory (TGS), by Ludwig von Bertalanffy (1969), which understands organizations as open systems composed of interdependent parts that interact around common goals. In this logic, the CBMSC is conceived as an institutional system formed by subsystems — such as the management, support, and execution bodies — whose articulation is essential to ensure discipline, organizational integrity, and social trust. The application of this theoretical basis reinforces the importance of comprehensively mapping scientific knowledge on disciplinary management,

offering subsidies for reflections that can, in the future, support processes of continuous improvement and institutional innovation.

In this sense, a comprehensive bibliometric analysis was carried out in the Web of Science, SciELO and Scopus databases, following a protocol with specific keywords and filters, with the objective of mapping the volume, temporal evolution, geoTableic distribution, areas of knowledge, collaboration networks and the main thematic centers related to disciplinary management in public and military organizations. By gathering this information in a systematic way, it is intended to offer subsidies to understand the current stage of scientific production and identify gaps that can guide future research and institutional practices more aligned with the reality of the CBMSC.

To this end, this investigation was structured in six stages — from the definition of the objectives and research questions, through the elaboration of the methodological protocol, execution of searches, collection and organization of data, analysis of results, and systematic presentation of findings. Along the way, the following specific objectives were achieved: (i) to map the volume, temporal evolution and geoTableical distribution of scientific publications on disciplinary management in public and military organizations; (ii) identify the most relevant areas of knowledge, the most recurrent keywords and the main thematic nuclei; (iii) to analyze the networks of academic collaboration between authors and institutions, considering impact and bibliometric articulation; and (iv) to highlight gaps and future trends in research, pointing out opportunities to strengthen theoretical and practical integration on the subject.

2 LITERATURE REVIEW

2.1 DISCIPLINARY MANAGEMENT IN PUBLIC AND MILITARY ORGANIZATIONS

The word "discipline" is derived from the Latin term "discere," which means to learn. In its etymological root, it refers to a path of organization of knowledge with a view to learning (Fischer, 1984). In the Michaelis Dictionary of the Portuguese Language, "discipline" can also refer to the strict observance of the rules and regulations of a civil or state organization, the regime of submission to the norms dictated by superiors, exemplary behavior, and obedience to the norms convenient for the smooth running of the work (Michaelis, 2025).

Disciplinary attribution, also called disciplinary power, consists of the prerogative conferred on the public organization to investigate and apply sanctions to its agents due to the commission of functional infractions. Its foundation lies in the special supremacy exercised by the Administration over those who maintain specific legal ties with it, as occurs

in statutory relations. Through this exercise, it seeks to ensure administrative regularity and morality, through the control of the conduct of civil servants and accountability for any deviations. It is, therefore, a duty-power, the observance of which is essential to the preservation of order, institutional discipline and the public interest (Gasparini, 2012).

Military discipline is the strict observance and full compliance with laws, regulations, norms and provisions, translating into the perfect fulfillment of duty by each of the components of a military organization (Brasil, 2002). Its effectiveness as a deterrent mechanism is a complex issue, involving not only the rigidity of the rules, but also the organizational culture, leadership, and clarity in communications. Understanding how discipline influences compliance in military organizations is essential to assess their role in maintaining order and preventing disciplinary infractions (Martins; Lopes, 2023).

From the concept of discipline applied to the context of public and military organizations, it is understood that disciplinary management consists of the administration of the set of norms and mechanisms aimed at maintaining order, hierarchy and institutional efficiency. More than just applying sanctions, it involves the control of functional conduct, respect for the principles of legality and morality, as well as the consolidation of an organizational culture committed to the public interest.

2.2 MILITARY FIRE DEPARTMENT OF SANTA CATARINA (CBMSC)

The CBMSC emerged not as an organization, but as an attribution of the "Public Force", current Military Police of Santa Catarina (PMSC), created on May 5, 1835, through Law No. 12, promulgated by the then President of the Province Feliciano Nunes Pires. About a year later, on May 2, 1836, the new corporation had its first regulation, approved by Law No. 31. In this regulation, it was defined that it was up to the members of the new corporation, individually or on patrols, in addition to other attributions characteristic of their police mission, "to attend to fires, giving part of them to the commander, or guards and patrols that they first encountered". It was the first time in the history of Santa Catarina that a certain public entity received the express task of responding to fire occurrences. However, despite all the efforts and the increasing pressure exerted, above all, by the business class, the implementation of the law that structured the Public Force Fire Brigade Section, today CBMSC, only occurred on September 26, 1926. Its first commander was 2nd Lieutenant Waldemiro Ferraz de Jesus, who remained in office until 1928 (Bastos Júnior, 2006; Hochleitner, 2007). September 26, 2026 will mark the first centenary of the corporation.

In the administrative structure of the State Executive Branch, the CBMSC, a direct administration body, is part of the list of institutions subordinate to the State Secretariat of Public Security, as provided for in article 41-C, III, of Complementary Law No. 741, of June 12, 2019, amended by Law No. 18,646, of June 5, 2023 (Santa Catarina, 2023). Currently, the CBMSC is present in 288 municipalities, which represents 98% of the state's coverage. The officers and enlisted men who are part of the institution must govern their conduct based on certain principles, such as hierarchy, discipline, protection and respect for human rights, morality, impersonality, publicity (with transparency and accountability), proportionality, reasonableness, efficiency and effectiveness. Acting in accordance with these and other basic principles is in line with what is sought in a context of public governance, which is why the existence of consolidated internal controls is essential (Teza *et al.*, 2025).

It is in this scenario that the correctional activity and disciplinary management carried out by the CBMSC's General Internal Affairs Office emerges, with the support of local (sectoral) internal affairs departments, as provided for in article 10, paraTable 5, of the National Organic Law of the Military Police and Military Fire Departments. Through the performance of these correctional bodies, the attributions of preventing, inspecting and investigating go together, whether in the disciplinary sphere or in the military criminal sphere, and are not only aimed at punishment, but also at the quality and efficiency of the service provided to society and to the Military Justice, in a transparent and effective manner (Teza *et al.*, 2025).

2.3 THE GENERAL THEORY OF SYSTEMS AS A CONCEPTUAL BASIS

The discussion about disciplinary management in public and military organizations requires an approach that goes beyond the simple standardization of conduct. To understand its complexity, this work adopts the General Systems Theory (TGS) as a conceptual basis, recognizing that institutions such as the Military Fire Brigade of Santa Catarina (CBMSC) operate as open systems, formed by interdependent subsystems that need to act in an integrated manner to ensure discipline, institutional integrity and social trust. This systemic perspective, according to Ludwig von Bertalanffy (1969) and João Bosco da Mota Alves (2012), breaks with mechanistic reductionism, by emphasizing that the whole is more than the sum of the parts and that the flow of information, constant monitoring and the ability to adapt are fundamental for organizational balance and improvement.

Recognizing public organizations as open systems implies understanding them as

dynamic sets of interdependent parts, in constant interaction with their internal and external environment (Alves, 2012). When observing the CBMSC from this systemic perspective, it is clear that institutional discipline cannot be restricted to isolated rules and sanctions, but must articulate cultural factors, circulation of information and integrated control practices. This vision expands the role of the Internal Affairs Office, positioning it as a strategic element of governance capable of aligning ethics, transparency, and performance in monitoring, learning, and continuous improvement cycles. In addition, as the literature on innovation in the public sector reinforces (Dandolini *et al.*, 2022), the articulation between structures, information flows, and openness to the environment strengthens the institution's capacity to respond to new challenges, encouraging creative practices that renew processes and improve collective results.

Thus, from the perspective of Alves (2012), by adopting the General Systems Theory as a structuring axis, it is possible to understand the CBMSC as an open, integrated and dynamic system, with a broad capacity to improve its disciplinary management. At the same time, recognize the transformative potential of innovative practices in the public sector, as argued by Dandolini *et al.* (2022), shows that correcting, preventing, and learning are inseparable dimensions to strengthen governance, transparency, and institutional legitimacy. Thus, the dialogue between systemic principles and contemporary approaches to innovation underpins the development of more effective strategies that contribute to corrective action aligned with the demands of an organizational context in constant evolution.

3 METHODOLOGICAL PROCEDURES

The methodology used in this research had a quantitative and descriptive focus. To this end, a bibliometric review was carried out, which, according to Tague-Sutcliffe (1992), consists of the study of the quantitative aspects of scientific production, dissemination and use of published information, through the development of statistical standards and models. In the same sense, bibliometrics can be understood as a quantitative and systematic method, based on statistical and mathematical metrics, with the purpose of analyzing and evaluating scientific productions in a given area of knowledge, based on specific indicators (Souza; Almeida; Bezerra, 2024).

As this is a multidisciplinary research, to ensure robustness and comprehensiveness, three internationally recognized databases were used — Web of Science, Scientific Electronic Library Online (SciELO) and Scopus. Regarding the type of document, scientific

articles published in English, Portuguese and Spanish were considered, with no restriction on the start date. The data collection was carried out between June and July 2025 and followed structured search criteria, combining keywords related to disciplinary management in public and military organizations.

For the elaboration of the research, after selecting the databases, the keywords were defined, which were divided into two groups of subjects and connected by the Boolean operators "AND" and "OR". We chose to use the terms in English, considering that the selected databases have international coverage. The table below contains the terms of each of the groups:

Table 1

Groups of subjects researched

Group 1	Group 2
disciplinary transgression disciplinary management correctional management organizational discipline disciplinary processes disciplinary process corrective procedures corrective procedure correctional procedures correctional procedure disciplinary actions disciplinary action Misconduct	armed forces military police public sector Public Service Public Services military institutions military institution public organizations public organization military organization public administration public management military organizations government organization government organizations

Source: prepared by the authors (2025)

Based on the selection of words and the union of the terms by Boolean operators, the following block of words was structured: (*"disciplinary management" OR "correctional management" OR "organizational discipline" OR "disciplinary processes" OR "disciplinary process" OR "corrective procedures" OR "corrective procedure" OR "correctional procedures" OR "correctional procedure" OR "disciplinary actions" OR "disciplinary action" OR "misconduct" OR "disciplinary transgression"*) AND (*"public organizations" OR "public organization" OR "military organizations" OR "military organization" OR "government organizations" OR "government organization" OR "public administration" OR "public sector" OR "public service" OR "public services" OR "public management" OR "military institutions" OR "military institution" OR "armed forces" OR "military police"*).

The search carried out in the three selected databases was made in the fields title, abstract and keywords. The languages chosen were English, Portuguese and Spanish. The first database searched was Web Of Science, followed by SciELO and, finally, Scopus. For data analysis, it was decided not to exclude duplicate articles, since the objective was to present the scientific panorama offered by each of the databases individually. Thus, the total number of publications identified may contain repetitions, considering that the same article may be indexed simultaneously in more than one database.

The results were exported and treated in the *VOSviewer software*, which enabled the construction of keyword co-occurrence maps and the identification of relevant indicators on the scientific production related to the theme. To interpret these results, the assumptions of Bradford's, Lotka's and Zipf's laws were taken as reference, which guided the analysis of author productivity, the dispersion of publications among journals and the frequency of occurrence of terms. Although these laws were not applied through detailed technical calculations, they functioned as conceptual guidelines for understanding concentration patterns, academic collaboration, and thematic trends observed in the survey.

With regard to Bradford's Law or Dispersion Law (1934), it addresses the dispersion of scientific articles between different journals. According to this law, few journals concentrate most of the articles published on a specific topic, while most house only a small number of publications. This guideline helps to identify the main sources of information in a given area of knowledge, contributing to a more accurate selection of journals for research (Souza; Almeida; Bezerra, 2024).

Lotka's Law or Inverse Square Law (1926), on the other hand, deals with the productivity of authors and shows that most researchers have a limited production, while a smaller group of authors has high productivity. According to Lotka, the number of authors who publish "n" works is inversely proportional to the square of "n", which makes this law a valuable tool for examining patterns of authorship and scientific production in multiple areas (Souza; Almeida; Bezerra, 2024).

Zipf's Law or Law of Least Effort (1949), in turn, analyzes the frequency of occurrence of words in texts, demonstrating that few terms are used recurrently, while most appear sporadically. When applied in studies of *corpus* linguistics, this law makes it possible to identify patterns of use and the relative importance of specific terms within large data sets (Souza; Almeida; Bezerra, 2024).

Finally, the bibliometric data were integrated into the analysis and discussion stage, allowing not only to describe the current state of scientific production, but also to point out limitations, persistent gaps and possible references that can support improvements in the disciplinary management of public and military organizations. Although the study mapped authors, countries and recurring themes, it was found that the articulation between research centers remains dispersed and that the debate still lacks theoretical and practical deepening, especially in the Ibero-American context. Thus, the applied methodology offers an initial overview and subsidies for future investigations, capable of strengthening the culture of innovation, the prevention of illicit acts and organizational learning within the scope of the CBMSC.

4 DISCUSSION AND ANALYSIS OF DATA

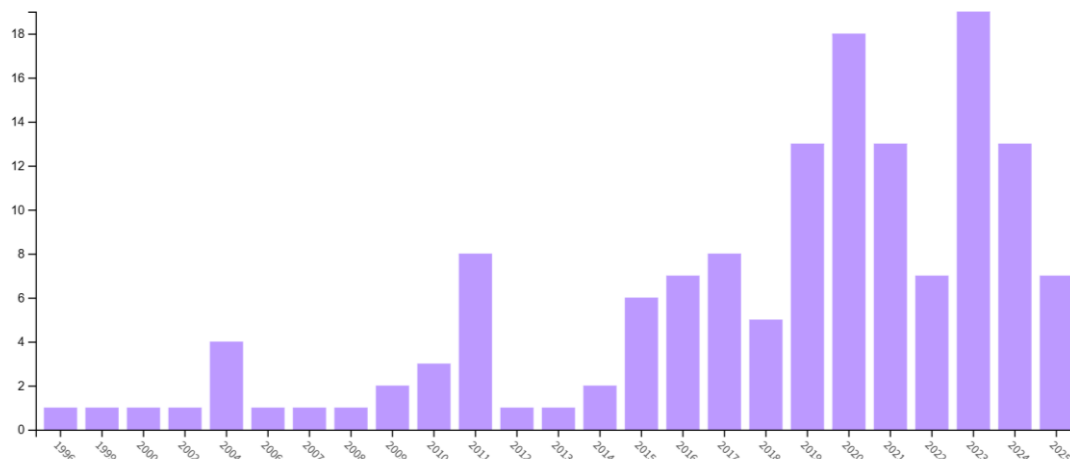
4.1 DATA OBTAINED FROM THE WEB OF SCIENCE DATABASE

In the search established in the Web of Science database, the search returned 150 results. After selecting the filter for the three predefined languages, 146 results were reached. In this universe researched, no work was excluded. Thus, it was found that the 10 areas with the highest number of publications are: Public Administration (25), Law (20), Criminology (16), Political Science (14), Management (13), Economics (12), Sociology (11), Interdisciplinary Social Sciences (8), International Relations (7) and Corporate Finance (7). In relation to the latter, given its nature, it is likely that there is no connection with the *corpus* of the work. On the other hand, other areas, which by their nature could be more related to the proposed theme, presented a smaller number of papers, such as: Ethics (5), Multidisciplinary Sciences (4) and History (2).

Additionally, the temporal analysis of the publications shows a significant evolution in the scientific production on disciplinary management in public and military organizations, as shown in the Table below:

Table 2

Temporal evolution of publications



Source: prepared by the authors from the Web of Science database (2025)

It is observed that, between 1996 and 2010, the volume of publications remained low and punctual, reflecting a still incipient interest in the subject. From 2015 onwards, however, there has been a gradual and consistent growth, with significant peaks in 2019, 2020, and 2023 — the latter representing the highest number of publications in the period (19). Such behavior suggests a growing appreciation of the theme, driven by contemporary demands related to governance, accountability, and the modernization of control mechanisms and institutional integrity.

Regarding the geotable distribution of the publications, the results show that the scientific production on the subject has a strong concentration in countries with an Anglo-Saxon tradition. The United States occupies the first position, with 34 publications, followed by Canada (22) and Australia (16), which demonstrates the robustness of the debate in consolidated public governance contexts. Brazil is the fourth country with the highest number of registrations (11), surpassing England (10) and signaling an increasingly relevant insertion in the international scenario. Malaysia (5) and Norway (5) are also present, indicating a specific interest in Asian and Nordic regions, while Italy (4), Pakistan (4) and Finland (3) complete the group of the ten most productive countries.

The analysis of the most prolific authors, carried out from VOSviewer, shows that the field of studies on disciplinary management in public and military organizations still has relatively fragmented production. It is observed that Prenzler, Tim stands out as the researcher with the greatest impact, accounting for four documents and 52 citations, in addition to having a connection identified in the co-authorship network, which demonstrates

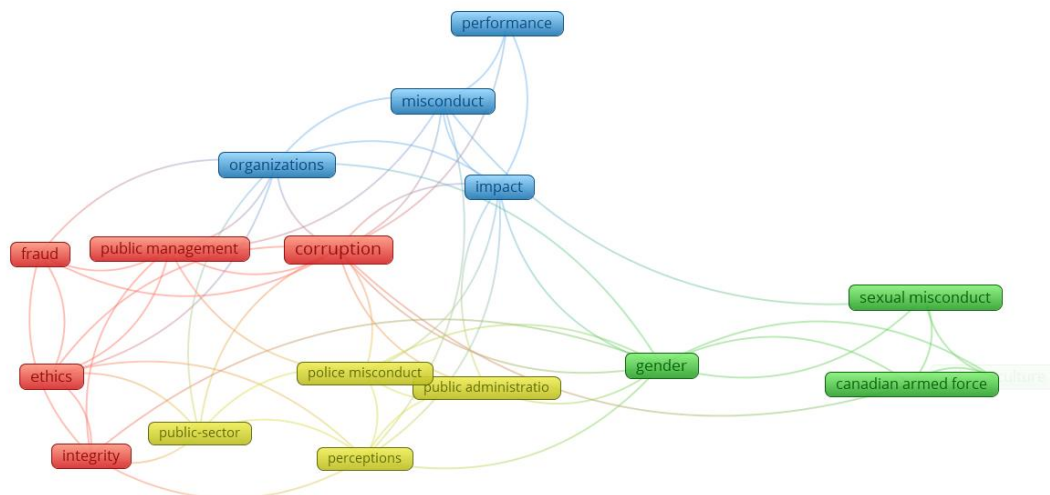
his relevance as a theoretical or empirical reference on the subject. Next, authors such as Gottschalk, Petter (four documents and eight citations) and Ransley, Janet (two publications and ten citations) are also among the most cited, but with low or non-existent total bonding strength, suggesting more independent action or in restricted collaboration networks.

It is also possible to highlight researchers such as Brown, Andrea; Heber, Alexandra; Imre-Millei, Bibi; Mckinnon, Margaret C.; and Millman, Heather, each with three documents, but all of them had a low citation rate (three each) and the absence of significant bibliometric links with other authors in the sample. This pattern reinforces the evidence that the field lacks a more robust articulation between research centers, since the total link strength, an indicator of the intensity of co-authorship or co-citation, remains mostly equal to zero for most of the names listed. Thus, the structure of scientific collaboration is fragmented, reflecting a production environment in which specific or disconnected initiatives predominate.

The analysis of keyword co-occurrence, in turn, considering a threshold of five occurrences, resulted in the identification of 17 most frequent terms, organized into well-defined thematic clusters (Figure 1):

Figure 1

Map of keyword co-occurrence in the Web of Science database



Source: prepared by the authors from VOSviewer (2025)

The formation of four main nuclei can be observed: the first, in blue, focuses on studies on performance, impact and organizations, highlighting the link between misconduct and institutional performance. The second nucleus, in red, groups topics related to corruption, ethics, fraud, integrity and public management, evidencing the interest in the relationship between governance and ethical problems. The third cluster, in yellow, connects words

associated with public administration, social perception, and police misconduct, reflecting concerns about the public sector and institutional trust. Finally, the green cluster points to an emerging strand of research focused on issues of gender, sexual misconduct, and the Canadian military, indicating increasing attention to sensitive topics within specific organizational contexts. These results demonstrate the diversity of approaches within the field of studies on disciplinary management, revealing consolidated connections between ethics, governance and performance, while pointing out opportunities to deepen discussions on topics that are still fragmented.

4.2 DATA OBTAINED FROM THE SCIELO DATABASE

In the search carried out in the SciELO database, six studies related to the theme were identified. It was not necessary to apply restrictions by language, since four studies were found in Portuguese and two in Spanish. In view of the reduced number of results, it was decided to keep all studies for analysis. The areas of knowledge covered were Law (4), Anthropology (1) and Management (1).

Additionally, the temporal analysis reveals that the scientific production on disciplinary management in public and military organizations, on this basis, is still punctual and dispersed over time. There is an isolated distribution, with one publication in each year: 2012, 2016, 2018, 2020, 2022 and 2023. This panorama shows that academic interest in the theme in SciELO remains incipient, although there is a tendency for new works to emerge in more recent years. Such a scenario indicates an opportunity to expand and consolidate the scientific discussion in the area, especially in the face of contemporary demands for governance, accountability, and improvement of control mechanisms and institutional integrity.

With regard to the geographical distribution of publications, there is a predominance of productions concentrated in Latin America and Iberian Europe, which reinforces the still regionalized character of the discussion on disciplinary management in public and military organizations on this basis. Brazil stands out as the main contributing country, with two studies, followed by Portugal, Spain and Colombia, each with one publication. This pattern suggests that, unlike what is seen in countries with an Anglo-Saxon tradition, the academic debate on the subject in SciELO still lacks further international consolidation, being more restricted to specific contexts of public governance and disciplinary systems of Latin origin.

Considering the scarcity of studies identified in this database, it was decided to explain all the authors who addressed the theme, either through individual publications, in co-authorship or in small research groups. This group is composed of: Carlos Bermúdez Martínez and Emerson Harvey Cepeda Rodríguez; Everton Luiz Candido Luiz; Gustavo Abib and Varlei Gomes de Oliveira; Ciméa B. Bevilaqua; David Suárez Tamayo; Paulina Mejía Londoño and María Fernanda Posada Puerta; Marco Caldeira; and Gláucia Milagre Menezes and Sérgio Henriques Zandoná de Freitas. Although the production is punctual and fragmented, the presence of these authors signals nuclei of interest capable of boosting the consolidation of more structured research networks.

The analysis of the co-occurrence of keywords in the SciELO database reveals a still embryonic and punctual scenario with regard to scientific production on disciplinary management in public and military organizations. With a very limited pattern of occurrence – prevailing terms with only one mention – the results indicate the presence of thematic nuclei focused on aspects such as accountability, improbity, decision-making and administrative law, signaling a more restricted approach to the legal-institutional field. The total link strength observed (ranging from 4 to 6) reinforces the fragmentation of the network, suggesting that the connections between studies remain fragile and do not yet configure consolidated clusters.

4.3 DATA OBTAINED FROM THE SCOPUS DATABASE

In the survey carried out in the Scopus database, 205 publications related to the theme were initially identified. By applying the filter to the three previously established languages, a total of 197 results were reached. It was decided to keep all records within this universe, ensuring a comprehensive analysis of the available scientific landscape. It is observed that the ten areas of knowledge with the highest number of works are: Social Sciences (134), Business, Management and Accounting (46), Medicine (32), Arts and Humanities (25), Economics, Econometrics and Finance (22), Psychology (13), Decision Sciences (10), Environmental Sciences (9), Computer Science (8) and Nursing (7). This distribution highlights the multidisciplinary characteristic of scientific production on the subject, signaling multiple possibilities for dialogue between disciplinary management and different fields of study.

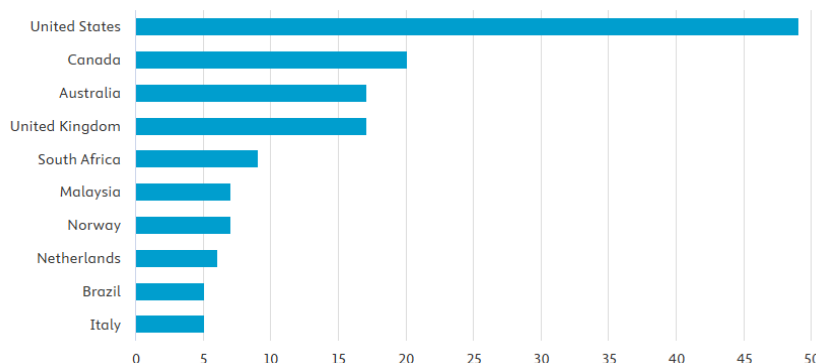
The temporal analysis of scientific production on disciplinary management in public and military organizations, considering Scopus data, shows a slow but steady evolution over

the last decades. Between 1957 and the end of the 1980s, records are practically non-existent, restricted to punctual and sparse publications. From the 1990s onwards, the first signs of interest appeared, although still in a beginner way. From the 2000s onwards, a gradual increase in the number of studies was identified, with oscillations that reflect advances and retractions in the academic debate. The growth has become more evident in recent years, with emphasis on the production peaks in 2018, 2020, 2022 — the latter with the highest number of documents (14) — and 2023. The data suggest that the topic has been gaining space in the research agenda, following the expansion of discussions on governance, institutional integrity and control mechanisms in the public sector, although it still presents challenges regarding the consolidation of a stronger theoretical and empirical base.

With regard to the geoTableical distribution of the publications identified in the Scopus database, there is a marked predominance of English-speaking countries, which reinforces the centrality of this axis in scientific production on the subject, as illustrated in the Table below:

Table 3

GeoTableical distribution of publications



Source: prepared by the authors from the Scopus database (2025)

The United States occupies the first position, with the highest number of registrations (49), followed by Canada (20), Australia (17) and the United Kingdom (17), evidencing the consolidation of the debate in contexts in which the systems of public governance, transparency and control are already more structured. In addition, the presence of countries such as South Africa (9), Malaysia (7) and Norway (7) stands out, indicating specific research initiatives in regions of the Southern Hemisphere, Asia and Scandinavia. The Netherlands (6) and Italy (5), in addition to Brazil (5), are also among the main contributors, signaling an interest in expanding beyond traditional centers, albeit on a smaller scale.

The analysis of the most productive authors, based on the data processed in VOSviewer, shows that the field of studies on disciplinary management in public and military organizations still presents a fragmented production, but with some researchers exercising greater prominence in terms of volume of publications and impact of citations. Names such as Gottschalk, Petter (seven documents and 12 citations) and Prenzler, Tim (five documents and 77 citations) are among the most recurrent, indicating a trajectory of continuous research on the subject, although not always articulated in consolidated co-authorship networks.

There is also the presence of authors with punctual publications, but with high impact, such as Rothschild, Joyce and Miethe, Terance D., both with only one document, but each adding up to 313 citations, in addition to Davis, Jennifer (one document and 218 citations) and Trygstad, Sissel C. (one document and 76 citations). These cases demonstrate that certain isolated works achieve great repercussion in the area, although the total link strength — an indicator of the intensity of co-authorship or co-citation — remains relatively low, reinforcing the dispersed nature of the production.

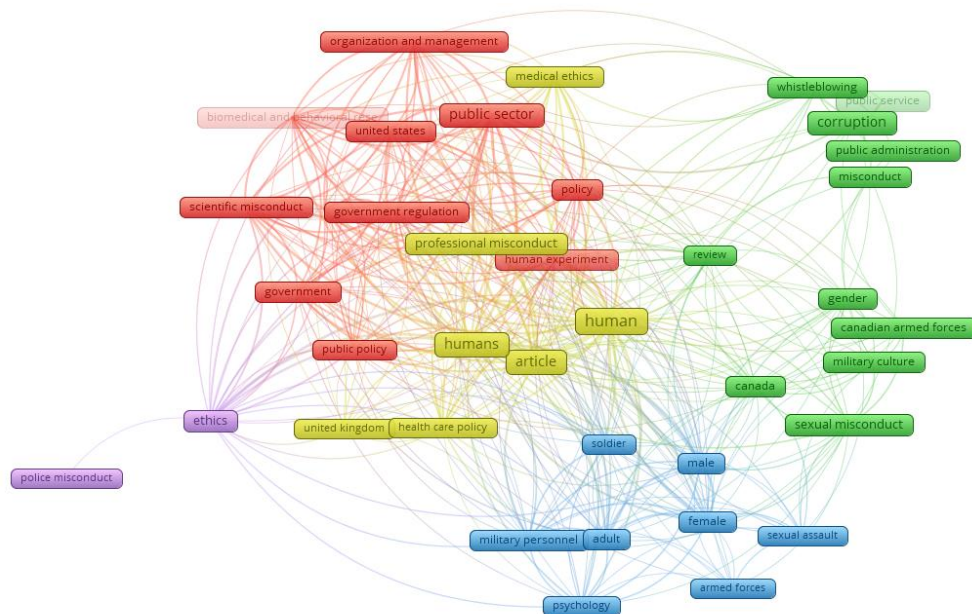
This pattern is confirmed by other names such as Taber, Nancy (three documents, 38 citations and greater total link strength of the sample) and authors such as Brown, Andrea; Heber, Alexandra; and Millman, Heather, who, although they have more than one published work, have modest citation rates and little connection in collaborative networks. In summary, the panorama reveals a field in consolidation, but which still lacks a more consistent articulation between researchers and study groups, pointing to the need to strengthen academic partnerships and expand international collaborations to enhance theoretical and empirical progress in the area.

The correlation between the results obtained in Scopus and in the Web of Science reveals that some authors stand out recurrently in more than one base, which reinforces their relevance as possible references in the area of disciplinary management in public and military organizations. This is the case of Prenzler, Tim; Gottschalk, Petter; Brown, Andrea; Heber, Alexandra; Millman, Heather and McKinnon, Margaret C., whose names appear among the most productive and with consistent impact on both platforms. This simultaneous presence indicates that, despite the dispersion observed in the field, there is a core of researchers that acts continuously, contributing to the consolidation of a theoretical body that transits between different international repositories. On the other hand, no overlaps with the SciELO database were identified, which reinforces the still regionalized and punctual character of the productions indexed in this platform.

The analysis of keyword co-occurrence in the Scopus database, considering a minimum threshold of five occurrences, resulted in the identification of 39 terms with the highest frequency, organized in interconnected clusters (Figure 2):

Figure 2

Map of keyword co-occurrence in the Scopus database



Source: prepared by the authors from VOSviewer (2025)

A thematic configuration marked by complementary nuclei is noted: the red cluster brings together terms related to the public sector, government regulation, organizational management and scientific misconduct, signaling the interest in the interactions between state regulation, professional ethics and institutional performance. The green group emphasizes words associated with corruption, public administration, whistleblowing and public service, indicating the debate on practices of exposing unethical conduct, administrative integrity and transparency. The blue cluster, on the other hand, connects terms such as armed forces, soldiers, gender, and sexual misconduct, evidencing a strand of studies focused on sensitive issues involving military personnel and gender relations. In addition, complementary nuclei that bring together concepts such as ethics, health policy, and psychology stand out, reflecting interdisciplinary approaches that broaden the scope of the discussion on governance and institutional responsibility.

5 FINAL CONSIDERATIONS

The purpose of this research was to analyze how the theme of disciplinary management in public and military organizations has been addressed in the scientific literature, through a bibliometric analysis, structured in the Web of Science, SciELO and Scopus databases. In the introduction, the institutional context of the Military Fire Brigade of Santa Catarina (CBMSC) was presented, highlighting the strategic role of its General Internal Affairs Office as a subsystem responsible for preventing, investigating and correcting disciplinary unlawful acts, in line with the principles of governance, integrity and social credibility. To understand the complexity that involves this action, the work adopted as a conceptual basis the General Systems Theory (TGS), which recognizes organizations as open systems, composed of interdependent and dynamic parts, articulated around common objectives.

The literature review deepened this perspective, integrating contributions from authors such as Alves (2012), when emphasizing the relevance of the systemic view in public administration, and Dandolini *et al.* (2022), by relating innovation practices as a driving force for institutional improvement. In this sense, the importance of treating disciplinary management not only as a set of norms and sanctions, but as a process that articulates cultural factors, information flows, feedback, and continuous learning was reinforced.

In the methodological development, the research followed a bibliometric protocol structured in six main stages: (i) definition of research objectives and questions; (ii) elaboration of the methodological protocol, with selection of databases, languages and keywords; (iii) execution of searches; (iv) collection, organization and selection of data; (v) analysis of indicators such as volume, temporal evolution, geoTableic distribution, areas of knowledge, co-occurrence of keywords, most productive authors and collaboration networks; and, finally, (vi) systematic presentation of the findings.

The survey identified relevant differences between the databases analyzed, highlighting, for example, the concentration of studies in countries with an Anglophone tradition in the Web of Science, the thematic diversity in Scopus, and the more restricted and normative approach in SciELO. The results show that, although disciplinary management is an essential subsystem of public governance, the field still lacks more consistent articulation, with dispersed research centers and gaps in interdisciplinary approaches, especially in relation to the Ibero-American reality. This reinforces the need for greater integration between research networks and the strengthening of studies that explore the practical applicability of good references in the context of public and military organizations.

In this sense, it is understood that the path outlined by this work can subsidize future reflections, both in academia and in the practical management of the CBMSC, by offering an initial diagnosis of the state of the art of the theme. It is recommended that subsequent research move on to more in-depth analyses of the content of the identified studies, exploring their potential for application in improvements in processes, indicators, and disciplinary practices, in an integrated manner with contemporary demands for governance, transparency, and innovation in the public sector. Thus, it is expected that this mapping will contribute not only to the strengthening of the scientific literature on the subject, but also to the consolidation of correctional strategies that strengthen institutional legitimacy, preventive practice, and social trust in the CBMSC.

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