

MENTAL HEALTH IN ORGANIZATIONS: A BIBLIOMETRIC ANALYSIS

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Introdução

Brazil is facing a severe mental health crisis, with an increase in absences due to disorders such as anxiety and depression. Globally, mental health disorders cause billions in losses related to productivity and absenteeism. Recognizing the growing research in the management field, this article conducts a bibliometric analysis to map and systematize knowledge about mental health in the workplace between 2015 and 2025. Using data from Web of Science and VOSviewer, the study aims to identify gaps and trends, providing academic and practical insights for organizational sustainability.

Problema de Pesquisa e Objetivo

The aim of this article is to identify the current state of the art regarding mental health in the workplace through a bibliometric analysis, with the purpose of mapping and analyzing its development within the job market and the field of management between 2015 and 2025.

Fundamentação Teórica

The global mental health crisis at work, with billions in productivity losses, intensifies the debate and research in management. Mental health is defined as a state of well-being that enables individuals to cope with stress and be productive. Factors such as workload intensity, organizational injustices, and harassment increase the risks. Promoting mental health through humanized leadership and inclusive policies is a strategic approach for organizational sustainability.

Discussão

Mental health at work is shaped by organizational, cultural, and relational factors, with humanized leadership and stigma combat being crucial. However, tensions exist between individual responsibility and organizational support, as well as tolerance for dysfunctional behaviors. Gaps include the intersectionality between mental health, identity, and diversity, and the impact of organizational silencing and "carewashing." The article proposes future research to deepen these dynamics, focusing on inclusive narratives and mental health as an organizational strategy.

Conclusão

The article mapped mental health at work through bibliometric analysis, highlighting the urgency of the topic and concluding that mental health is strategic for organizational sustainability, requiring integration into planning, humanized leadership, and cultural changes. It points out gaps in longitudinal and intersectional studies and criticizes "carewashing." Future research should prioritize inclusive narratives and psychological safety. It is crucial to mobilize managers and researchers to unite productivity, inclusion, and quality of life in the corporate environment.

Contribuição / Impacto

This study aims to contribute to the advancement of academic knowledge about the structure of a growing field, identifying knowledge bases, relevant topics, emerging trends, and gaps for future research. It also provides practical insights for mental health professionals in the workplace, helping to guide strategies and interventions. Additionally, it highlights the increasing importance of mental health as a strategic element for organizational sustainability, reinforcing the need to integrate well-being practices, humanized leadership, inclusive policies, and structural and cultural changes.

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