

1 *Review*

2 **Injuries of repetitive efforts in workers from the** 3 **poultry meat industry: a bibliometric analysis of** 4 **literature**

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18 **Abstract:** Injuries of repetitive efforts constitute one of the prime causes of absenteeism in the
19 workplace, have bear a considerable cost for the public health system and can cast doubt on the
20 sustainability of a company. The objective of this paper is to build, in the researchers, the needed
21 knowledge to choose a set of relevant scientific articles about repetitive strain injuries in the poultry
22 meat industry, aiming identify characteristics in those scientific publications that have the potential
23 to contribute on the topic of this paper. The research is characterized as exploratory-descriptive,
24 draws on primary and secondary data sources. The study involves the application of a method for
25 selection and analysis of the selected articles. To this end, the method utilized was the Knowledge
26 Development Process – Constructivist (Proknow-C) as theoretical intervention instrument. Within
27 the process development, it was obtained a portfolio of 16 articles aligned to the research and
28 scientifically recognized with the main periodicals, papers, authors and keywords. The ProKnow-C
29 process allowed identify opportunities in the literature about injuries in the poultry meat industry
30 and showed opportunities for research future. This paper, under the constructivist perspective,
31 presents a structured process to build, in the researcher, the necessary knowledge to identification,
32 selection and analysis of relevant scientific articles relating to research context and, for these
33 articles, find prominences and opportunities for a research theme without similar publications.

34 **Keywords:** Performance evaluation; poultry meat; ergonomics; injuries; industry

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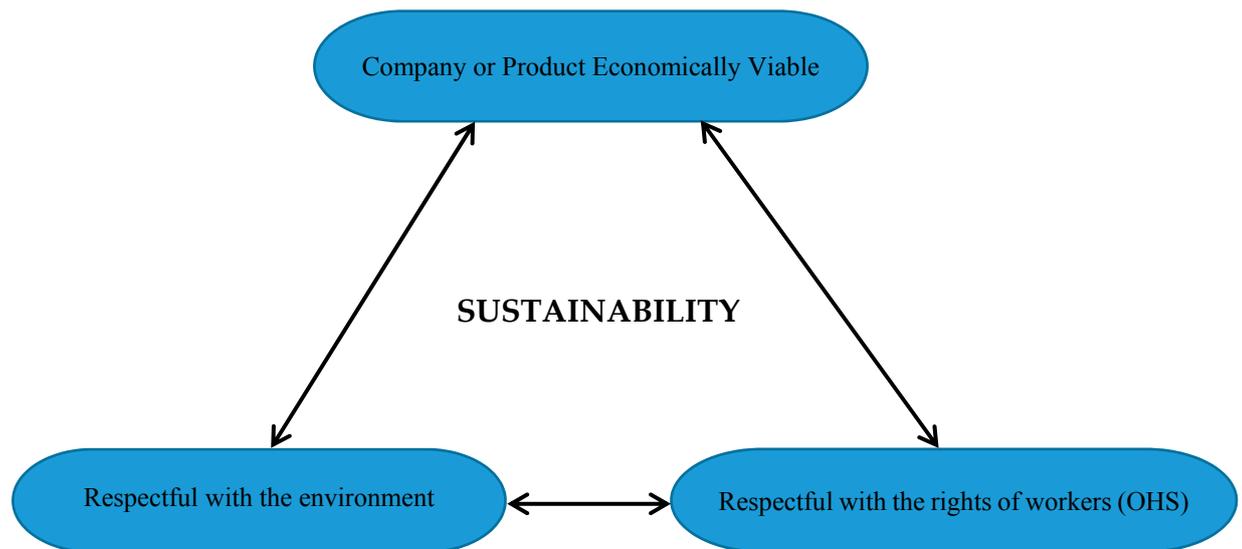
36 **1. Introduction**

37 The concept of sustainable development does imply limits—not absolute limits but limitations
38 imposed by the present state of technology and social organization. Both can be both managed and
39 improved to make way for a new era of economic growth [1].

40 The sustainability of any company or process is based on the economic, ecological, and social
41 development maintained over time. Occupational health and safety, the improvement of workers'
42 physical, mental and social well-being they're directly related to sustainability of a company as this
43 depends on respect for the rights of the workers. The Figure 1 shows the previous considerations of
44 López-Aragón et al., still according to them, repetitive strain injuries constitute one of the prime
45 causes of absenteeism in the workplace, have bear a considerable cost for the public health system

46 and can cast doubt on the sustainability of a company or a product. They are the most frequent
47 health problem at work, causing disability and long-term down time [1].

48 Injuries of repetitive efforts are considered a worldwide concern in developed and developing
49 countries. In developing countries, problems related to these injuries are severe, where poor
50 working conditions and a lack of effective preventative programs have resulted in very high rates of
51 musculoskeletal symptoms [2-4].



70 **Figure 1:** Adapted from López-Aragón et al. [1]

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73 It is perceived that the poultry industry has a considerable participation in the economy with
74 high impact on the generation of employment and income. Increasing levels of exports clearly
75 indicate this fact, resulting in a large employment generation in this sector [5]. However, the
76 research on ergonomic conditions of work stations in the meatpacking industry is not following the
77 significant increase in the demanding of workers' physical and mental standards. The pace set by the
78 production line at the slaughterhouse prevents that workers have their own regulation where the
79 work rate is imposed by the organization (machine), irrespective of turnover and pauses for
80 recovery [6].

81 Organizational factors show the shortcomings of management practices to deal with the
82 growing increase in repetitive strain injuries in the process of poultry production [7,8]. Poultry
83 industry companies provide, to workers, limited training on security purposes and effects of the
84 pace of work on them, so that many do not understand how their activities in the production line are
85 related to the musculoskeletal injuries they acquire [9]. Mohamed [10], mentions the importance of
86 more focus on management measures that can align the strategic focus on security for the entire
87 organization and Kaminski [11], points out that the significant negative relationship between capital
88 intensity and injury rates suggests the relationship between risk controls and injuries.

89 Superficial involvements of supervisors in safety training programs for employees have not
90 been successful to reduce the risks in the development of musculoskeletal issues [7].

91 The meatpacking industry currently has a high level of technology and many work processes
92 are semi-automated. There was an investment in plants to decrease the amount of hand movement,
93 however, there still are processes, such as cutting meat (boning sector), which require the human
94 hand to apply the required product quality [12].

95 The pace imposed by production line prevents that workers have their own regulation,
96 irrespective of turnover and pauses for recovery. The repetitive strain injuries have been
97 predominantly occurring in workers who develop their activities with repetitive motions,
98 dominated in the packing plant cutting rooms, where the relative lack of control over work
99 generates stress and conditions for diseases [13]. This context raises the question: How to seek for
100 relevant information on scientific publications that are necessary to research the topic assessment of
101 injuries of repetitive efforts: focus on the poultry meats industry?

102 To answer the previous question, the aim of this study was to select, in the international
103 literature, a set of articles aligned to the subject and to scientific recognition, and highlight in these
104 publications features that may contribute scientifically to the theme - Assessment of injuries of
105 repetitive efforts: focus on the poultry meats industry.

106 2. Materials and Methods

107 2.1 Methodological framework

108 In order to build a bibliographic portfolio, illustrated here on the theme of repetitive strain
109 injuries with a focus on poultry meat industry, as for the aim nature, this research is characterized as
110 exploratory, since it aims to build, on the researcher, knowledge about a particular research topic
111 through a process of selection and analysis of scientific articles (ProKnow-C) published in journals;
112 and descriptive because it describes the characteristics of scientific publications in this portfolio and
113 its illustrated references on the topic [14].

114 Regarding its nature, the research is classified as theoretical and illustrative, because it presents
115 a process to search for the literature and also to carry out these publications analysis, working as a
116 script to perform literature searches on the topic of assessment of repetitive strain injuries focusing
117 on refrigerated poultry industry [15]. This type of research is complex and follows a unique
118 methodology that allows knowing the state of the art of a given topic [16].

119 The research, as to the problem approach, is considered as qualitative and quantitative. As
120 qualitative to the developed process for the construction of bibliographic portfolio through articles
121 and references; and as quantitative because of bibliometrics carried out in the research by counting
122 the investigated variables [17].

123 This research is considered as applied, due to the use of knowledge generated in both the
124 process of selection of items to compose a bibliographic portfolio, and in the process of the articles
125 analysis for specific troubleshooting. It involves truths and local interests [18].

126 As for the intervention instrument, the bibliographic review process used is called "Knowledge
127 Development Process – Constructivist" (ProKnow-C) proposed by Ensslin [14].

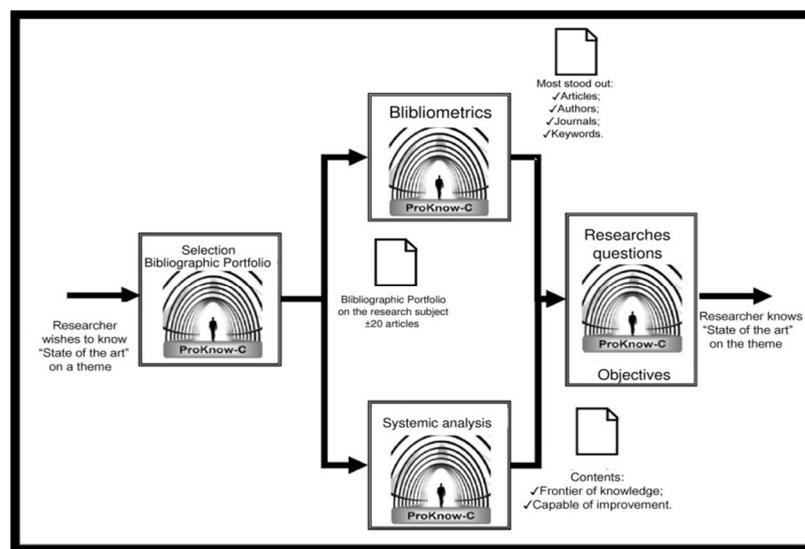
128 This tool creates a constructivist perspective and shows a structured process to build the
129 necessary knowledge on which the researcher can begin research on a specified subject. The
130 knowledge construction process crucial for conducting a survey is unique in relation to the
131 researcher and the boundaries imposed for the research. The context within which the researcher is
132 inserted and the availability of access to the means of dissemination of research influences this
133 knowledge of the construction process. In this sense, the difficulty that many researchers face in
134 justifying the selected theoretical framework to support their research, the importance in the using a
135 structured method that provides a consistent theoretical framework becomes relevant [19].

136 2.2 Intervention Instrument - Proknow-C

137 The Proknow-C (Figure 2) was created in 2009 and consolidated from 2010 on, when the first
138 publications in the recent format appeared [20]. For this study, the intervention instrument used was
139 proposed by Ensslin and Ensslin [21] and by Ensslin et al. [22]. Conceived in the Multicriteria
140 Methodologies in Support to Decision Laboratory (LabMCDA), under the Department of Production

141 Systems Engineering, Federal University of Santa Catarina, Brazil, since 1994, it investigates the
 142 topic of Organizational Performance Assessment as a tool for decision support, through
 143 Multicriteria for Decision Support methodology - Constructivist (MCDA-C), in theoretical and
 144 practical terms, and as a result of these investigations more than 30 international publications in the
 145 early 2000s [18].

146 The process consists of four steps: (1) selection of an articles portfolio on the research subject; (2)
 147 portfolio bibliometric analysis; (3) systemic analysis; and (4) defining the research question and
 148 research objective. For purposes of this research, two steps of the process were developed: (1) a
 149 selection of an articles portfolio on the research topic and (2) bibliometric analysis of the portfolio.
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168 **Figure 2:**
 169 Intervention

170 instrument - Proknow-C. Source. Ensslin et al., 2010.

172 Therefore, part of the necessary knowledge about the topic searched was constructed
 173 [14,15,23-30]. Figure 3, that follows, shows the steps of selecting the Bibliographic Portfolio and
 174 Bibliometrics used in the Proknow-C and implemented in this article.

175 To achieve the overall aim of this research, to select a set of articles in the international
 176 literature, aligned to the theme and scientifically recognized, as well as to highlight the features of
 177 those publications that may contribute scientifically to the theme evaluation of repetitive strain
 178 injuries: focus on the poultry meat industry. Procedures were divided into two stages which are
 179 detailed in the following subsections: (2.3) Bibliographic Portfolio Selection and (2.4) Bibliometric
 180 Analysis as proposed by ProKnow-C.
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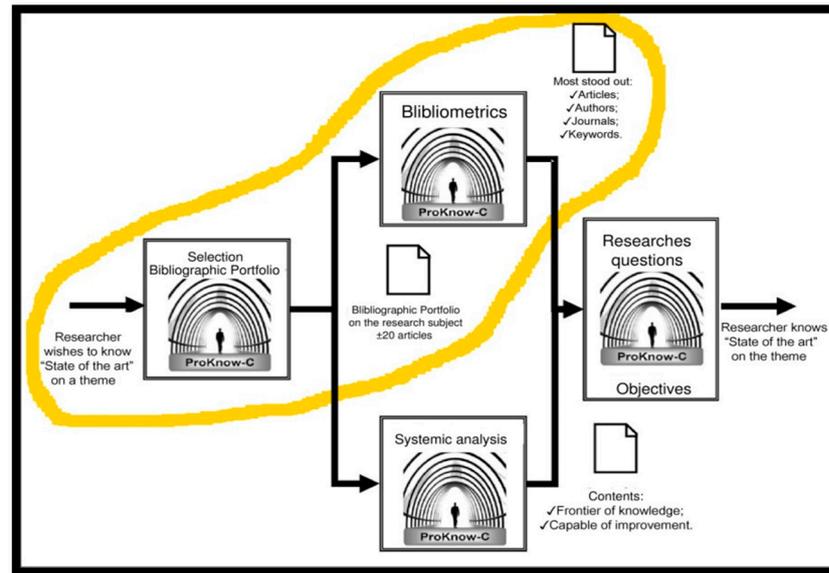


Figure 3: ProKnow-C used steps. Source. Tasca et al., 2010.

2.3 Selection of Bibliographic Portfolio (BP)

At this early stage, there was the selection of items to compose the BP, which enables the researcher to gather a set of related topics of research articles, aligned according to their perception and delimitations imposed. The search took place in the months of November and December 2017, consisting of: (a) selection of the raw articles bank; (b) filtering the database items and (c) test of representativeness.

To start this phase, three strands of research that represent the perception of the researchers on the topic have been created. Each axis has a set of words that represents each one, the axes are: "Performance Evaluation"; "Ergonomics" and "Industry". Thus, the axes allow the researcher to direct the construction of the necessary knowledge about their context, ensuring the presence of the axes content in the search.

The search happened in seven databases in international journals in the areas of Engineering and Health Sciences: Scopus, Wiley, Web of Knowledge, Ebsco, Engineering Village, Proquest and Science Direct. The searches occurred through a combination of the following keywords in each axis, on the title, abstract or keywords in the article:

Axis 1 – performance evaluation: (i) performance, (ii) measurement, (iii) evaluation, (iv) appraisal, (v) management (vi) assessment; Axis 2 – ergonomics: (vii) injuries and Axis 3 – industry: (viii) industry.

2.4 Bibliometric Analysis

The purpose of this subsection is to perform a quantitative survey in articles and references in order to try to analyze the following aspects: (i) relevance of periodicals; (ii) relevance of the articles; (iii) the most prominent authors and (iv) most used keywords. Identify key journals that publish on a particular topic is important because it facilitates the search for publications at first moment regarding the research topic and it also allows knowing which journals have accepted articles related to the research topic to be investigated, and, this way, helping to direct the topic to those journals [14].

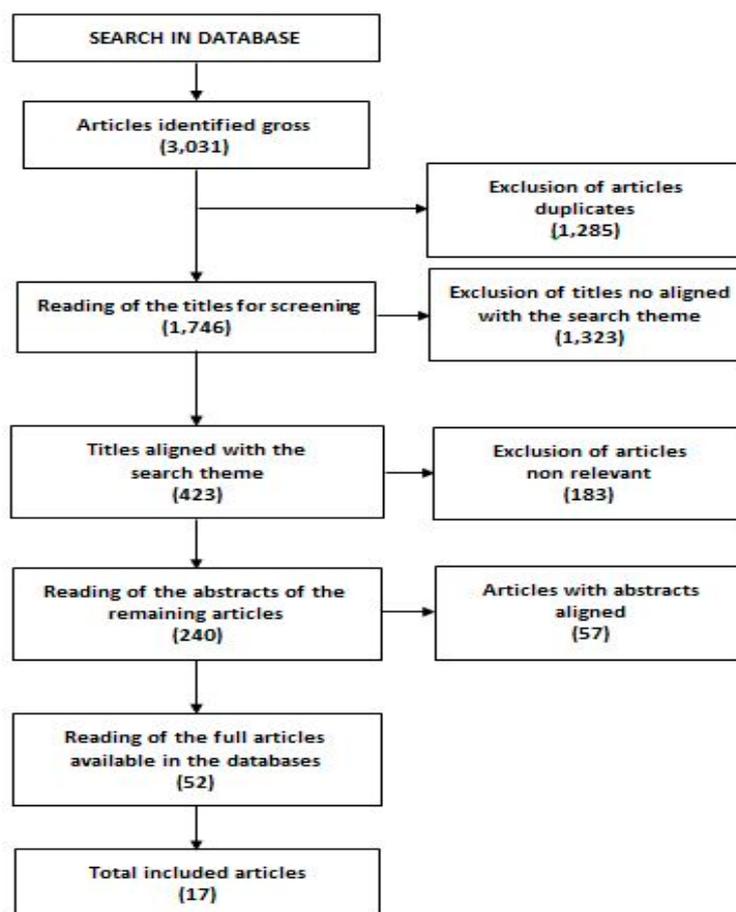
3. Results and Discussion

There were 3,031 published scientific articles in international journals, which were exported to Endnote X5 software. Figure 4 shows the flowchart for the identification of studies. The search

234 strategy of the studies occurred between 2000 and 2017. After the exclusion of duplicate articles, the
 235 remaining number was 1,746 articles. Then, the reading of these articles titles was carried on in order
 236 to conclude that 423 articles were aligned with the research theme. With the assembled gross
 237 portfolio, the adherence of the keywords was tested. Three articles were chosen randomly, with the
 238 aim of identifying or not the need of including new keywords. For this research, it was concluded
 239 that it would not be necessary to include new keywords, which indicated alignment with these
 240 articles and the research theme.

241 After that, the representativeness test was performed. In this process, scientific recognition is
 242 measured by citations in other scientific papers, identifying the number of times each article was
 243 cited. To evaluate the number of citations was used Google Scholar. The result of this step showed
 244 that 132 articles represented 80% of the total citations, because they obtained 13 citations or more, so,
 245 thus, the cut-off point of this research was determined and the abstracts were read. The 291 articles
 246 remaining have had were less than 13 citations, and 110 of those they were among the recent articles
 247 were published between 2011 and 2017.

248 The next step consisted in reading the abstracts of 240 articles and it was considered that 57
 249 articles were aligned to the subject of the research and, subsequently, the articles full that were
 250 available in the databases were read, totaling 52 articles. Among these, 17 were considered aligned
 251 to research, compose the BP and will be used in bibliometric analysis (Table 1).
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 255 **Figure 4:** Flow diagram for study selection
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The concept of sustainability of any company or process does pass by limitations imposed by the present state of technology and social organization. Both can be both managed and improved to

260 make way for an economic, ecological, and social development maintained over time. Occupational
 261 health and safety, the improvement of workers' physical, mental and social well-being they're
 262 directly related to sustainability of a company. Repetitive strain injuries constitute one of the prime
 263 causes of absenteeism in the workplace, have bear a considerable cost for the public health system
 264 and can cast doubt on the sustainability of a company or a product. They are the most frequent
 265 health problem at work, causing disability and long-term down time [1].

266 Superficial involvements of supervisors in safety training programs for employees have not
 267 been successful to reduce the risks in the development of musculoskeletal issues. Decision and risk
 268 analysis were designed to improve judgments and decisions and to overcome many of these biases.
 269 However, when eliciting model components and parameters from decision makers or experts,
 270 analysts often face the very biases they are trying to help overcome. When these inputs are biased
 271 they can seriously reduce the quality of the model and resulting analysis. Some of these biases are
 272 due to faulty cognitive processes; some are due to motivations for preferred analysis outcomes.
 273 Cognitive biases in decision and risk analysts are difficult to correct. Motivational biases are
 274 important to analysts, but are rarely discussed in the literature. But, unlike cognitive biases, all
 275 motivational biases are relevant to decision and risk analysis [7,39].

276 Komljenovic et al., [40] in your paper showed that the role of organizational performance
 277 appears as a determining factor in creating unfavorable conditions leading to a "drift to failure"
 278 through eroding safety margins throughout organizations. One of dominant aspects in this context
 279 concerns various motivational biases mainly at the management level overwhelmingly focusing on
 280 the performance and efficiency, and neglecting safety.

281 The use of entropy in multiple factor situations can help occupational specialists in enhancing
 282 the ergonomic risk control as well as prevention of incidents and prevalence of problems and
 283 subsequent consequences. According to results of the combination of both art and entropy patterns
 284 surveyed the need to focus more on engineering and administrative controls, especially in
 285 equipment, training and reorganization of work, such as work-rest rhythm, it is necessary [41].

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Table 1: Articles selected to the Bibliographic Portfolio (BP)

Authors	Study location	Year	Outcomes main
M. Kaminski	United States	2001	- The results suggests that selected organizational practices (performance-based pay, use of temporary employees, overtime/hours worked per week, training, teams and the use of a production line) have more of an impact on safety than they do on productivity, which is surprising because organizational practices are usually implemented because of their hoped-for effect on firm performance.
P. Askenazy	United States	2001	- During the 1980s and the early 1990s, occupational injuries and illnesses dramatically increased in numerous American sectors. - The consequences of autonomous work teams, job rotation or TQM on safety and health are by no means obvious. There are many arguments and also case studies to support reverse impacts (increase in the pace of work, incompatibility with safety rules). - It was shown for 26 sectors that reorganization is correlated to a dramatic increase of about 30 percent in all occupational injuries and illnesses, both in manufacturing and tertiary activities. - In spite of data weaknesses and the complex causality chains, these findings suggest there are costs as well as benefits to the

			adoption of high-involvement workplace practices in the USA; the higher performance associated with innovative organization could be at the expense of workers, who experience deteriorated workplace health and safety. The success of the American economy over the last decade induced Europeans to implement American workplace organization and to adopt some facets of American regulations.
R. Dahlberg et al.	Sweden	2004	<ul style="list-style-type: none"> - Women worked more frequently and during longer times than men with hands at and above shoulder height due to work place design factors. - The prevalence of self-reported musculoskeletal symptoms was higher in women than in men performing the same type of work tasks. - Women had a higher total workload in paid and unpaid work.
E. Holmström and G. Engholm	Sweden	2003	<ul style="list-style-type: none"> - Construction workers had higher age-adjusted prevalence of MSD than foremen and office workers. In general prevalence rates increased steadily with age. - Scaffolders showed the highest prevalence of MSD in all body locations. - Elevated prevalence of neck disorders was found in crane operators, insulators, and painters, and of lower back and lower extremity disorders in roofers and floorers. - MSD increase with age. The variation between trades of MSD prevalence seems to correspond to the variation with respect to physical exposure.
I. Cunningham et al.	UK	2004	<ul style="list-style-type: none"> - The results from case studies provided some relatively positive findings, with each of the organizations, to varying degrees, having in place relatively detailed policies and infrastructures that appeared to address some of the key issues outlined in the prescriptive literature regarding the management of ill-health and disability. - There is evidence in each of the organizations that they had a good deal of experience in making adjustments in the workplace. - It was clear that a number of the interviewees who had experienced lengthy spells of ill-health absence reported positively on how they had been treated, and that they had successfully returned to work.
H. S. Jung and H.-S. Jung	Korea	2001	<ul style="list-style-type: none"> - The results show that there is a close linear relationship among the physiological measurements, the severity of injury and illness rates, overall workload (OW) and overall workload level (OWL). - A model for assessing workloads called overall workload level (OWL) was developed to estimate the external workload imposed on a human operator in man-machine systems. - This model (OWL) can be used for problem identification and for solving widespread occupational workload.
R. W. McGorry et al.	New Zealand	2003	<ul style="list-style-type: none"> - The meat cutting operations evaluated in this study were found to be high force, high repetition tasks requiring subjects to perform at a high proportion of their grip force and cutting capacity.

			<ul style="list-style-type: none"> - Blade sharpness clearly had a major impact on the grip forces and cutting moments produced by the meat cutters in performance of their jobs. - Efforts aimed at providing and maintaining sharp blades in meat packing operations could have a significant impact on the force exposure to the upper limbs. - The range of sharpness of the experimental blades was well within the range of randomly sampled knives from workers on the shift. - Results certainly suggest that development of practices aimed at improving the sharpness of blades used in meat cutting operations should have a significant impact on exposure to a known risk factor for musculoskeletal disorders of the upper extremities (MSDUEs).
H. Christensen et al.	Denmark	2000	<ul style="list-style-type: none"> - During work, the mean muscle activity level for the wrist extensor was 20% of the reference value, and the flexor muscles were 40% of the reference value. - Electrophysiological signs of muscle fatigue in the power spectrum analysis from the EMG signals registered during meat cutting showed no differences between the two groups of meat cutters. - Meat cutting work seems to be performed with a stereotyped muscle activity pattern with only small variations for the forearm muscles. - Regardless of a rather large difference in the work/rest pattern between the two groups of meat cutters, no differences were found in any of the measured acute physiological responses. - To evaluate the risk of the workload, more comprehensive variables must be included in addition to the work cycle time and the work/rest pattern.
T. Jones and S. Kumar	Canada	2007	<ul style="list-style-type: none"> - Recorded incidence of upper extremity musculoskeletal injury in the saw-filer position ranged from 0.12 to 0.86 per person year worked. - All risk assessment methodologies examined (with the exception of the ACGIH TLV calculated with %MVC) agreed a level of risk was associated with performance of the saw-filer job. - Posture and exertion variable definition was observed to have a significant effect on the component scores and/or risk output of all methods assessed. - Meaningful variability in risk assessment scores was observed between workers. Components of all assessments, with the exception of the ACGIH TLV, differentiated between facilities assessed. - Average risk index scores of the SI and OCRA procedures were observed to increase as recorded incidence of injury increased; however statistical significance was not demonstrated.
W. S. Shaw et al.	United States	2006	<ul style="list-style-type: none"> - Workers' compensation claims data in the 7 months before and after the workshop showed a 47% reduction in new claims and an 18% reduction in active lost-time claims versus 27% and 7%,

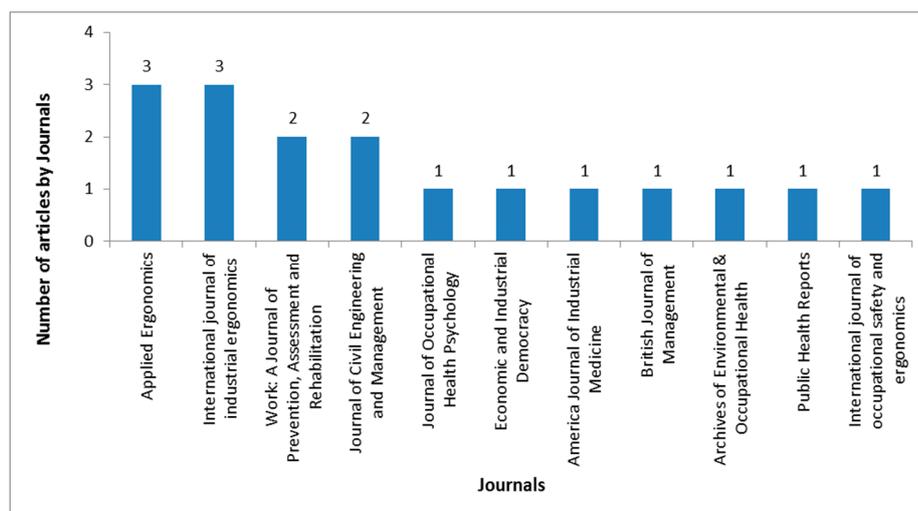
			<p>respectively, in the control group.</p> <ul style="list-style-type: none"> - Although supervisor training has been a common element of broad-based ergonomic interventions to prevent injuries, the impact of supervisor training alone to improve injury response has not been studied. - Improving the response of frontline supervisors to employees' work-related health and safety concerns may produce sustainable reductions in injury claims and disability costs.
J. G. Grzywacz et al.	United States	2007	<ul style="list-style-type: none"> - The results of this study suggest that modifications in management practices and changes in how poultry-processing jobs are designed and performed may yield improvements in worker health. - Specifically, employers can better protect worker health by clearly demonstrating a commitment to worker safety, executing job rotation policies to minimize exposure to repetitive movements and increase task variety, reducing line speed to minimize the psychological workload and repetitive movements, and avoiding abusive or coercive supervisory tactics. - Additional research is clearly needed; nevertheless, this research presents preliminary evidence suggesting that the organization of work underlies the high rates of injury and illness among immigrant workers in poultry processing.
G. I. Idoro	Nigeria	2008	<ul style="list-style-type: none"> - The results reveal that contractors' efforts on structures for managing H&S on site are the best correlates of H&S performance, but their level is low. - The levels of contractors' efforts in provision of PPE, compliance with H&S regulations are high, but these efforts are not correlates of H&S performance. - The levels of contractors' efforts in structures for managing H&S in head office and provision of H&S incentives are low and they have low correlation with H&S performance. - The study considers these results as indication that the management efforts made by Nigerian contractors to ensure a healthy and safe work environment are yet to have meaningful impact. - It suggests increased efforts on local H&S regulations, structures for managing H&S in both head and site offices and provision of H&S incentives as measures for improving safety in the Nigerian construction industry.
A. Marín et al.	United States	2009	<ul style="list-style-type: none"> - Through ethnographic data, an evaluation showed that promoters' work led to changes in behavior and attitudes in the community. - Promoters also reported substantial changes in self-esteem and independence. Promoters' supervisors reported challenges and strategies experienced by the promoters. - Promoter programs in occupational health and safety are feasible approaches to supplement training provided in the workplace. - A lay health promoter program does not substitute for the

			<p>occupational health and safety training conducted in plants by employers or unions.</p> <ul style="list-style-type: none"> - Our results suggest that promoter programs in the community can be an important adjunct to these efforts, particularly among immigrant workers.
S. DeArmond et al.	United States	2010	<ul style="list-style-type: none"> - The results suggest that corporate financial decision makers have positive views of safety at their companies relative to safety at other companies within their industries. - Further, many believe their company's safety is influenced by the attention/emphasis placed on safety and the selection and training of safety personnel. Participants' perceptions varied somewhat based on the size of their company and the level of injury risk in their industry. - The current research offers a look into the opinions of only corporate financial decision makers. It would be very interesting to know whether the opinions of corporate financial decision makers are similar to those of other top-level managers, middle managers, line supervisors, and employees. - It is often suggested that higher level managers influence the views of lower level managers and line employees. Further, it would be interesting to know which opinions are most accurate and which have the greatest influence on safety outcomes.
S. Mohamed	Australia	2003	<ul style="list-style-type: none"> - The balanced scorecard is a proven management framework that provides a means of identifying links between strategic objectives and concrete measurements throughout an organization. This framework enables targets to be set and means of achieving them to be articulated. - Fundamental premise of the proposed approach is that current results in all perspectives need to be displayed and reviewed on a regular basis in order to obtain an appropriate overview of an organization's safety performance. - Because the BSC presents measures that management and employees can influence directly by their actions, this approach to performance measurement is expected to encourage behavioral changes aimed at achieving a zero-accident culture. - BSC is expected to create an environment that is conducive to learning organizations by testing and providing feedback on hypotheses regarding cause-and-effect relationships.
A. M. Jong and P. Vink		2002	<ul style="list-style-type: none"> - The result was that 138 devices were bought. Seven out of nine devices were used daily. Users reported a good or very good reduction in musculoskeletal loading and were satisfied. - The project was cost-effective within 1 year. Adding organizational measures or system solutions could have increased the effect, and more direct participation could have increased the impact. - The company has evaluated the project as successful, because improvements aimed at reduction of musculoskeletal loading have been implemented and cost-effective outcomes were shown within a year.

			- However, from a scientific point of view, this study has drawbacks since the solutions have hardly spread throughout the company, and the effects of the use of the solutions have only been roughly estimated and indicated by employees.
Mokarami, H. et al.	Irã	2017	- The majority of the participants were young, but they had poor WAI scores (mean 37.3 ± 6.4) and 44.3% of them had inadequate or moderate work ability. Occupational accidents and injuries were found to be the strongest predictors of WAI scores, 30.0% workers reported that they had work-related injury. - Additionally, there was a strong association between WAI scores and supervisor support, skill discretion, occupational training, sleep quality, work nature and educational level.

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The graph 1 shows the journals that were more relevant in the articles present in the BP on the research theme. The results show that the standout journals in the BP on assessment of injuries of repetitive efforts in the poultry meat industry were those related to applied ergonomics, industrial ergonomics, assessment and workplace prevention, management and engineering.

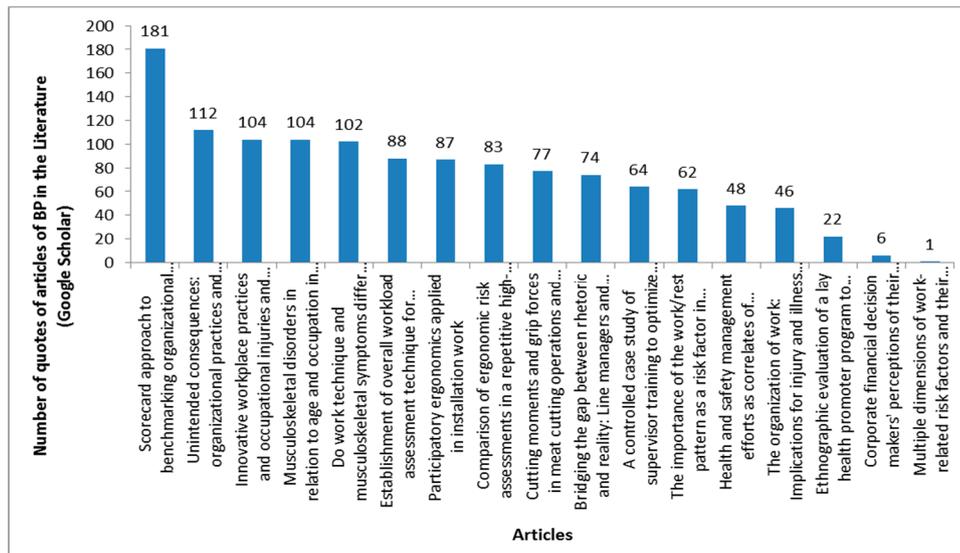


Graph 1: Participation of journals in the bibliographic portfolio

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The next analysis concerns the scientific recognition of each article in the BP (graph 2), which was identified by means of Google Scholar, the number of times the article was quoted by other papers. The most prominent article in the bibliographic portfolio was "Scorecard approach to benchmarking organizational safety culture in construction" [10] with 181 quotes in Google Scholar and four quotes in references.

The second article most prominent portfolio was "Unintended consequences: organizational practices and their impact on workplace safety and productivity" [11] having been quoted five times in references with 112 citations on Google Scholar. These articles are available, respectively, in the journals "Journal of Construction Engineering and Management" and "Journal of Occupational Health Psychology".

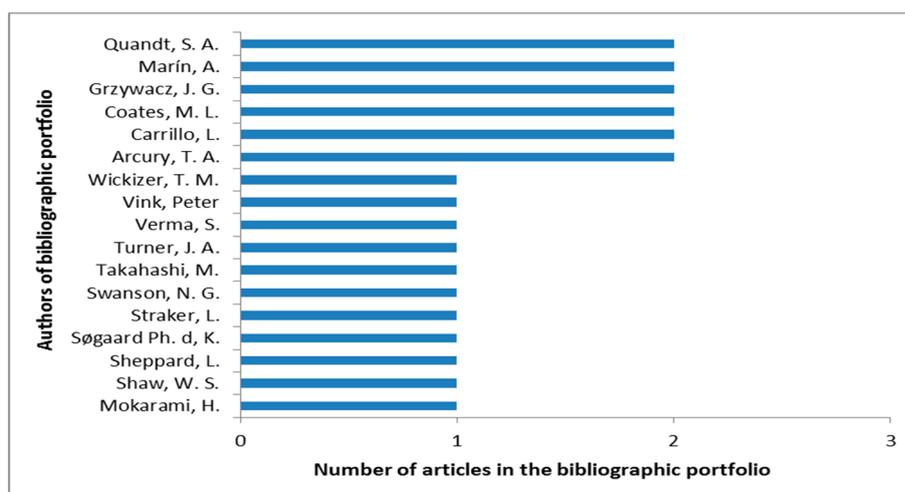


Graph 2: Relevance of articles of bibliographic portfolio

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The article "Innovative workplace practices and occupational injuries and illnesses in the United States" [13] and "Musculoskeletal disorders in relation to age and occupation in Swedish construction workers" [31] were the third most cited on Google Scholar both with 104 quotes in the references of the bibliographic portfolio, available respectively in the journals *Economic and Industrial Democracy* and *American Journal of Industrial Medicine*. Next, the article "Do work technique and musculoskeletal symptoms differ between men and women performing the same type of work tasks?" appears with 102 citations on Google Scholar [32].

The graph 3 shows the authors of scientific literature with greater participation in portfolio items. The authors Joseph G. Grzywacz, Thomas A. Arcury, Antonio Marín, Lourdes Carrillo, Michael L. Coates and Sara A. Quandt appeared in two articles in the bibliographic portfolio and were the most cited in the references with five citations each.



Graph 3: Authors with greater participation in the bibliographic portfolio

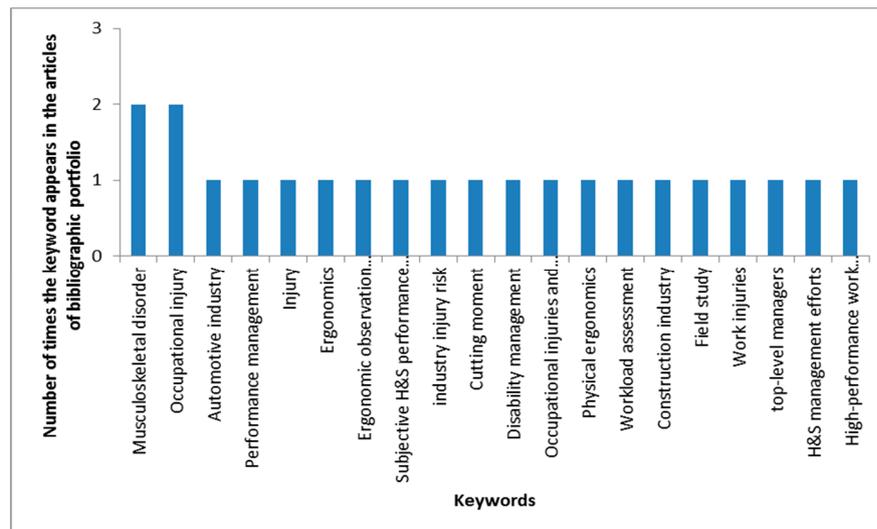
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The next aspect to be analyzed regarding the bibliographic portfolio is related to the most used keywords on the same (graph 4). The searches occurred through a combination of the following keywords: (i) performance, (ii) measurement, (iii) evaluation, (iv) appraisal, (v) management (vi)

333 assessment, (vii) injuries e (viii) industry. In databases, the search fields used were: title, abstract or
 334 keywords of article.

335 This process resulted in a database of raw articles, preliminary, of 3,031 scientific articles
 336 published in international journals. For the completion of raw articles bank selection phase to form
 337 the bibliographic portfolio, the adhesion test of the keywords was carried out to verify the need for
 338 incorporation of new keywords, in order to ensure an aligned portfolio [27]. After the analysis, it
 339 was found that there was no need to incorporate new keywords.

340
 341



342
 343 **Graph 4:** Most used keywords in the bibliographic portfolio

344

345 The analysis performed to identify the most used keywords in the articles of the bibliographic
 346 portfolio. 72 keywords were identified, and the most used keywords, musculoskeletal disorder and
 347 occupational injury, appeared 2 times in bibliographic portfolio.

348 4. Conclusion

349 In the last three decades it has been noticed that the poultry industry has a growing
 350 involvement in the domestic economy, generating employment and income. However, the search for
 351 increased competitiveness has created a sustainability imbalance in this sector which has resulted in
 352 damage to the workers' health especially in relation to injuries of repetitive efforts.

353 The concept of sustainability of any company or process can be both managed and improved to
 354 make way to an economic, ecological, and social development maintained over time. Occupational
 355 health and safety, the improvement of workers' physical, mental and social well-being they're
 356 directly related to sustainability of a company. Injuries of repetitive efforts have bear a considerable
 357 cost for the public health system and can cast doubt on the sustainability of a company or a product.
 358 They are the most frequent health problem at work, causing disability and long-term down time.

359 As for the intervention instrument, the ProKnow-C under the constructivist perspective,
 360 presents a structured process to build, on the researcher, the necessary knowledge to start the search
 361 on the topic he wish to investigate.

362 These concerns led the authors to wish knowing researches conducted and published in
 363 journals about this problem, injuries of repetitive efforts on poultry meat industry, objectifying select
 364 a set of articles in the literature, aligned to the theme and scientifically recognized and highlight the
 365 characteristics of these publications.

366 To achieve the proposed objectives was used the process Proknow-C as an instrument of action
367 to seek and identify articles with scientific recognition that they could contribute to the theme. It was
368 possible to construct a set of articles with a bibliographic portfolio aligned to research theme.

369 Thus, it is suggested for future research: (i) to consider other research sources such as
370 conference proceedings, books, dissertations and theses and (ii) perform systemic analysis, allowing
371 the identification of existing opportunities in the national and international literature on the topic of
372 assessment of repetitive strain injuries with a focus on poultry meat industry.
373

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