

Navigating the Sea of Knowledge: 50 Years of UAM

As we conclude the grand celebration of half a century of this esteemed institution, we aim to contribute in a particularly significant manner. The university stands as a nexus where diverse voices and perspectives converge, creating an intersection of visions that illustrates the vastness and depth of the ocean representing our journey through the waters of knowledge. Academic publications serve as the vessel for the transmission of this wisdom, as eloquently expressed by Pablo Neruda in his poem 'The Sea':

The Sea
I need the sea because it teaches me:
I don't know if I learn music or consciousness:
I don't know if it's a single wave or deep depth
or a hoarse voice or a shining
suggestion of ships and fish.
The fact is that even when I'm asleep
in some magnetic mode I move
in the university of waves.
It's not only the crushed shells
like some shivering planet
participating in a gradual death,
no, from the fragment I reconstruct the day,
from one grain of salt the stalactite
and from one spoon the immense god.

This metaphorical exploration of knowledge as an ocean aligns perfectly with our academic endeavor. Just as the sea holds countless mysteries and undiscovered realms, so too does the pursuit of knowledge in academia offer endless opportunities for exploration and discovery. Our publication, much like a ship navigating these intellectual waters, aims to chart new courses, explore uncharted territories, and bring to light the hidden treasures of academic inquiry.

As we commemorate this milestone, we reflect on the invaluable contributions that our institution has made to the vast sea of human understanding over the past five decades. This special issue stands as a testament to that journey, showcasing the depth and breadth of scholarship that has emerged from our academic community. Through the articles presented in this commemorative edition, we invite our readers to embark on a voyage across the diverse landscape of knowledge that our university has cultivated. Each piece represents a unique current in the greater ocean of our collective intellectual pursuit, contributing to the ebb and flow of ideas that have shaped our academic discourse over half a century.

Just as the sea teaches us and invites reflection, the research developed within university spaces finds its natural course in dissemination. It is through publication that

fragments of knowledge are explored, reconstructed, and given meaning, with authors and readers navigating an encounter in this infinity of wisdom. Academic publications play a fundamental role as vehicles for knowledge transmission, not only facilitating access to university-conducted research but also fostering interdisciplinary collaboration, thus enriching collective knowledge with the aim of understanding or addressing some of society's complex problems.

In celebration of the Universidad Autónoma Metropolitana (University Autonomous Metropolitan) half-century, it is important to highlight that the university has evolved significantly, becoming a space where diverse voices, perspectives, and disciplines converge, reflecting its commitment to the inclusion of disciplinary perspectives and the diversity of viewpoints.

Rigorous academic publication entails a peer review process, ensuring the quality and reliability of the knowledge disseminated. This process not only validates the research but also contributes to the ongoing dialogue and advancement within academic fields. It serves as a cornerstone in the construction and refinement of scholarly discourse, allowing for the critical examination and development of ideas.

The university's journey over these fifty years mirrors the dynamic nature of knowledge itself—ever-expanding, constantly challenging established paradigms, and continuously seeking new horizons. Through its academic publications, the university has not only documented this journey but has also actively shaped the intellectual landscape, contributing to the broader academic community and society at large. As we commemorate this milestone, we recognize the pivotal role that academic publications have played in the university's mission to explore, understand, and contribute to the world around us. They stand as testaments to the dedication, creativity, and intellectual rigor of our academic community, serving as beacons that guide future generations of scholars in their own voyages across the vast sea of knowledge.

Rigorous academic publication entails a double-blind peer review process, ensuring that published works have been evaluated and validated by a body of academic experts in the field, thereby enhancing the journal's reputation as a medium that validates the quality of presented results and discussions. Within this framework, our journal "Administración y Organizaciones" promotes dissemination by influencing research lines that contribute to the field of Administration and organizational studies, while staying abreast of current debates. It also fosters interdisciplinary collaboration, creating knowledge nodes that enrich networks addressing the complexity of social issues. Over time, publication formats have been adapted to align with new forms of scientific communication.

The era of digitalization has ushered in electronic support, with metadata becoming the language that expands the reach of journals. Our articles are published within the Open Science framework, promoting free and unrestricted access to research, allowing anyone, regardless of academic affiliation, political group, or ideology, to access scientific findings. This democratizes knowledge and encourages greater inclusion in the scientific community. Moreover, Open Science emphasizes the importance of transparency in both articles review and the editorial process, up to and including publication. This approach strengthens research reproducibility, bolstering confidence in scientific results and promoting a more collaborative academic environment.

The Division of Social Sciences and Humanities of the Xochimilco Unit, and the Department of Economic Production, proudly present a special issue of 'Administración y Organizaciones'. This issue highlights the most influential articles that have positioned our journal in the field of Administration and organizational studies. The articles presented in this special issue have been carefully selected and translated from Spanish to English, reflecting our journal's firm commitment to global dissemination and the expansion of knowledge on pioneering topics in the field of administration and organizations. This translation initiative not only broadens the scope of our publication but also allows crucial research and innovative perspectives to reach a wider international audience.

The selection of these articles is the result of a meticulous curation of the most cited works since our first issue, published in November 1998. Each of these articles has left a significant mark in the field, being considered pioneers in their respective areas of study and substantially contributing to the advancement of knowledge in administration and organizational theory. As part of this celebration, it is essential to recognize the vision and leadership of Professor Ricardo Estrada García, founding editor, whose direction was key to the foundation and initial development of the journal. Under his guidance, "Administración y Organizaciones" was created with the ambitious goal of approaching administrative and organizational reality in a rigorous and scientific manner. This approach was particularly significant at the end of the 20th century when research in the field of Administration in Mexico was considered unserious and lacked credibility within the broader academic community.

The journal's trajectory, from its foundation to the present, has been marked by editorial leadership, with each responsible party contributing their experience and vision to maintain and elevate the standard of excellence established by Professor Estrada. Below is an acknowledgment of the arduous work represented by overseeing our journal (Table 1). Thanks to their enthusiastic contribution and commitment, "Administración y Organizaciones" has, since 1998 to the present, earned its place as a specialized academic publication in Hispanic America.

TABLE 1. EDITORS OF THE JOURNAL 'ADMINISTRACIÓN Y ORGANIZACIONES

Name	Role	Period
Ricardo A. Estrada García	Founding Editor / Editor-in-Chief	1998 - 2002 2006 - 2011
Felipe de Jesús Martínez Álvarez	Director / Editor-in-Chief	2003 - 2006
Margarita Fernández Rubalcaba	Director / Editor-in-Chief	2011 - 2015
Alejandro Espinoza Yáñez	Director / Editor-in-Chief	2015 - 2017
Graciela Carrillo González	Director / Editor-in-Chief	2017 - 2022
Angel Wilhelm Vázquez García	Director / Editor-in-Chief	2022 - Present

This special English-language issue brings together articles addressing diverse and relevant topics, ranging from digital transformation in businesses to new trends in leadership and human talent management. Our authors recognized experts in their

fields, present rigorous research and innovative findings that significantly contribute to the advancement of knowledge in administration and organizational theory.

- Estrada García, Monroy Alvarado, and Cortés Cortés (2002) critique the current trend in administration that focuses on immediate benefits for specific groups without considering the social and environmental impact of decisions. This limited vision not only excludes certain sectors but also contributes to ecological and social deterioration. The need to integrate ethical-moral principles into management is emphasized, proposing a reevaluation of ethics as an essential component in the business sphere.
- Luis Montaña Hirose's (2000) research on administration in Mexico reveals its origins dating back to the independence period. The Commercial Institute, precursor to the Higher School of Commerce and Administration of the National Polytechnic Institute, was founded in 1845. During Maximilian of Habsburg's era, this institute transformed into the Imperial School of Commerce, offering a curriculum encompassing writing, arithmetic, English, and French.
- Silvia Pomar Fernández and Aracely Rendón Trejo (2000) discuss how corporate mergers provide organizations with a platform to acquire knowledge, develop innovations, and adopt sustainable strategies ensuring market permanence. This association modality has been crucial for business growth since the last century, generating synergies that allow risk-sharing and access to new technologies.
- Ayuzabeth De la Rosa Albuquerque (2002) explores organizational theory and new institutionalism in organizational analysis, focusing on the concept of organizational fields and their role in understanding organizational environments.
- Francisco Javier López Chanez, Alicia Casique Guerrero, and Julián Ferrer Guerra (2006) highlight qualitative differences in administrative models of analyzed companies, influencing staff job satisfaction. This satisfaction depends on factors such as salary, work relationships, growth opportunities, and working conditions.
- Antonio Barba Álvarez (2001) examines the culture of total quality in Mexico, noting the country's ascending and late process of institutionalizing total quality in the early 20th century. A key obstacle in this progress has been the patrimonialism character of management in many companies.
- Graciela Carrillo González (2011) traces the roots of sustainability to U.S. environmental movements, emphasizing the evolution of the concept over nearly 40 years of debate, maintaining fundamental ethical principles such as harmony with the natural environment and human equity.
- Anahí Gallardo Velázquez (2002) discusses the era of uncertainty, organization, and chaos theory, proposing that the complexity paradigm allows a more realistic understanding of organizations as systems of interpersonal relationships capable of renewal and transcendence.

- Adalberto Cabello Chávez, Rafael Reyes Avellaneda, and Pedro Constantino Solís Pérez (2004) identify the organizational profile of SMEs in the manufacturing sector, particularly family businesses, through analysis of various currents in Organizational Theory.

With these articles, we demonstrate how the journal acts as a beacon in this ocean, marking routes and illuminating critical debate, fostering dialogue between academics and those seeking to broaden their interpretation of topics of interest. In the first quarter of the 21st century, digitalization has transformed the realm of publications, making produced knowledge accessible and open.

We thank Denisse de la O for the translation of the original articles from Spanish to English, as well as all the assistants of the journal. For brevity and without omitting names that we do not have on record, we prefer to leave it open. Behind a publication, there are various individuals who have contributed to ensuring that the editorial care reflects the content. Thank you to the editorial assistants. Their talent has allowed the journal to continue thriving and is reflected here. For this special issue, we express our gratitude for the enthusiastic support of the current editorial assistant, Bianca Elizabeth Whitney Rosas, and the technical assistance of Ms. Gubisha Ruiz Morán.

We invite our readers to immerse themselves in these electronic pages, where they will find not only valuable information but also inspiration for future research and practical applications in the business world. We trust that this issue will stimulate academic debate and provide fresh ideas to face the organizational challenges of the 21st century. We thank all the authors, reviewers, and collaborators who have made this edition possible, and we reaffirm our commitment to academic excellence and the dissemination of knowledge in the field of administration and organizations.

Happy adventures in the ocean!
Happy 50th Anniversary!

Angel Wilhelm Vázquez García
Graciela Carrillo González
Editors
'Administración y Organizaciones'

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