INTERNAL MIGRATIONS THEORY APPLICATION IN CORPORATE GOVERNANCE

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ABSTRACT

Purpose: To identify the Internal Migration Theory application to the corporate governance subject in an autarchy.

Originality/value: The originality of this paper lies in the geographically recognized Internal Migration Theory, which is also recognized within the anthropological-organizational context by an organizational culture in which moral harassment leads to constant movements of new servers in the probationary stage.

Design/methodology/approach: The research uses a structured interview to collect empirical data. The review of the literature is restricted to Internal Migration Theory and corporate governance in the microcosm of its application by public institutions, regarding the treatment of moral harassment to servers in the probationary stage.

Findings: The results suggest that the Internal Migration Theory can be included in corporate governance regarding the public servant request in the probationary stage movement. The creation of the probation evaluation committee for the incoming public servant has created transparency in bullying and server movement, contributing to corporate governance.

KEYWORDS

Internal Migration Theory. Organisational governance. Probationary phase. Organizational culture. Moral Harassment.

1. INTRODUCTION

Sustainable organizations should practice systemic sustainability with a short-term, medium-term and long-term strategic plan adopting creative

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management models. Therefore, sustainable organizations must deal with all those involved in a transparent manner, because their responsibilities with previous implications and their acts transcend the conclusion of a transaction, since responsibility affects society and the lifecycle of products and services (Silvestre et al., 2016).

Per Martine and Alves (2015) state that the great dilemma of humanity today lies in reducing poverty and inequality in the world, without further exceeding planetary limits. The recent poverty reduction, a phenomenon with decisive impact on several other indicators of improvement, occurred due to the strong economic growth sustained *via* innovations and the use of renewable resources; examples include substitutes for fossil resources, as well as knowledge education and dissemination leading the world population to understand sustainability in micro and macro social dimensions.

Until the 1990s, organizations had financial return maximization to their shareholders as their central strategic focus; in the following decades, due to the influence of a global competition environment and pressures for legal adaptations to environmental and social issues, these organizations began to focus their attention to the incorporation of these themes in their business processes (Oliveira Neto et al., 2015).

In this regard, the main challenge is to decide on the actions and initiatives organizations should choose when encountering challenges to organizational sustainability, since companies will be more or less sustainable if they prove their ability to adapt to different environments, which by definition are constantly changing (*Ibid*). Thus, the action must be based on responsibility towards its owners, governments and other stakeholders; corporate governance should be a tool to achieve such an objective (Miranda et al., 2011).

The purpose of this paper is to analyse the correlation between public governance and internal migration. This is due to the increase in the number of people who took public jobs through civil service examinations. However, it reflected considerable increases in the number of requests for movement within the probationary stage. According to public service legislation and rules, the server is allowed to move in the probationary stage within the same unit, either by assignment, or by appointment to a position commissioned by institution's autarchic authority. As the requests for probationary movement were mostly defined by harassment (moral and sexual), the monitoring and the evaluation of the probationary stage department decided to ask the institution's Human Resources department, the department division to accompany the incoming servers' performance in

the institution in the probationary stage and a movement sector aligned to the job sizing and filling positions sector in the autarchy.

The presented objective research question is: was there a sustainable practice regarding the corporate governance perception, in fact, were the administrative law principles met regarding the probationary stage evaluation process? Moreover, did the creation of the sector commission in the probationary stage monitoring and evaluation bring forth transparency and perception of the incoming servants who were morally and sexually harassed, and did the monitoring agents prevent the activities of the autarchy organizational culture of urbanity, causing a large number of newly-elected public servants to be asked to move still at the probationary stage or, even worse, did their exoneration lead to additional costs due to the necessity to do another competition or even of hiring outsourced workers?

This research seeks to observe the monitoring and evaluation probationary stage sector division, including the creation of the special evaluation committee, which evaluates server's movement in the probationary stage, the autarchy corporate sustainability protecting their name before society and their health and corporate productivity, following their evolution in the probationary stage; when demanding the movement request, the server obtained the opportunity to perform their functions within public administration principles in a licit manner without any harassments impacting their work condition.

The first section of this paper is its introduction, followed by the section describing governance, the third section with the method and research and the fourth section with the analysis of results, followed by the conclusion.

2. INTERNAL MIGRATIONS, GOVERNANCE IN PUBLIC ORGANIZATIONS

2.1. Internal Migrations

The issue of internal migration in Brazil is becoming increasingly important in population studies in the 21st century, since long-distance migrations have redrawn their paths and their meanings and otherwise, regional dynamics have begun to give specificities to urban-urban migrations, considering the economic-geographic Brazilian restructuring; the internal migrations dynamism assumed a more reversible character than was observed in the 20th century, with the return migration inclusion (Baeninger, 2012).

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Baeninger (2012) observes there are two dimensions present in the re-definition of these migratory processes: firstly, the very own reversibility of different migratory flows, especially the oscillations in the emigration and immigration volumes and their new modalities. Secondly, the lower permanence of migration conditions for the characterization of areas. These dimensions result in the observation of migratory rotation spaces.

For the epistemological construction of this paper, the research on the conceptual theories of circulation was excluded, since the available manpower was not shifted or transformed within the autarchy, there was the simple migration between units, a reasoning analogous to migration internal theory, thus continuing its epistemology construction.

Observing the Internal Migration Theory from the macrocosm to the microcosm, Brazilian economic restructuring brought restructuring consequences to the company's microcosm, as well as to government institutions, where human capital profiles were not adapted to the environment and its dominant organizational culture started a more intense stream of layoffs and hiring – with this phenomenon observation from the 1990s to the present day. Singer (1980) points out migrants are a moving class and are fundamental to the capitalism development, thus constituting a determining social process.

Todaro (1980) already observes there is an "economic rationality" leading the individual to migrate, becoming inherent in his own participation as a labour market agent; a factor pertaining to sectoral and corporate imbalances, where there is the individual's rupture observation with the dominant organizational cultures if the individual does not like them, leading to his leaving the institution.

2.2. Corporate governance and sustainability applied to the internal migration theory

Within the internal migrations context, it is necessary to maintain the institution's organizational culture without the most negative and oppressive side influence, because corporate sustainability can be provoked, leading to a reaction or defence within the environment in which it is enforced. Sustainability research involves three approaches: one of a more instrumental nature seeking to investigate organizations' antecedents considered as sustainable in tems of their values, beliefs and ways of interpreting and responding to environmental issues through management; another, based on quantitative analysis, focuses on the impacts of sustainable actions on organizational results, such as

financial performance, competitive advantage, toxic waste management and certification adoption; and a third one, which involves reflections on underlying aspects usually ignored when success in building sustainable organizations is expected, engaging in the production of discussion or management sense making (Munck, 2015; Sonza & Kloeckner, 2014).

Ávila and Bertero (2016) observe the measures between the application of good corporate governance practices and their performance in which they are dealt with, mainly those of large size or still open capital having professional administrations and presenting an evident agency conflicts existence possibility (central nucleus power decentralization by organizational cultures cellular formation distinct from the dominant). Therefore, respecting Brazil corporate governance specificities as regards economic sectors and adapting them in cases where administrative law acts are weighed, making possible the sustainability conduct in the corporate governance scope.

In this regard, the studies on the agency theory discuss the conflicts between the main character and the agent character, to which it is possible to take these concepts to a governmental entity, where they attack them about its actions directives like the management format; therefore, governance is perceived as agents control form participating in the decision-making process, aiming at improving the entities performance, especially when observed councils, committees and commissions since these are close to activities management and these implementations bring sustainability to corporate governance, methodologically associating a protective belt – even tenuously – between the agency theory hard core and the stakeholder theory hard core (Ávila & Bertero, 2016).

In the scientific academy context, there is a discussion when one observes sustainability, whether it is considered within the corporate strategy core or whether it will only be considered if there are agents involved provocation – sectors and society – impacting on its activities. When sustainability is associated with corporate governance; the agency theory sustaining in the epistemology construction, the more exposed companies – whether in their economic sector or in world terms – the more they will be willing to adopt committees or commissions systems for stakeholders having knowledge of their actions in their main activities and operational activities (Chizema & Shinozawa, 2012).

This discussion as per Miranda et al. (2011) is based on research on how corporate governance good practices can contribute to improving corporate performance. Thus, corporate governance idea appears as the system by which societies are directed and monitored, involving the relationships among mainly, shareholders, management boards and board of directors;

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to which corporate governance arises with overcoming procedural problems objectives caused by ownership and corporate control separation in which corporate social responsibility success as a value creation strategy will depend on manager's ability to select more effective actions (*Ibid*).

Fiksel et al. (1999) discusses sustainability in the business management practice – i.e., with a focus on corporate governance – has a void still to be filled by the scientific literature outside sustainability measurement standards already raised by studies in the area, besides understanding sustainability dimension, in management terms will be measured in a quantitative or qualitative way, throughout economic sector value chain or in the analysed company microcosm.

Vieira and Mendes (2004) observe corporate governance as a mechanism seeks to foster greater business manager's transparency, discipline and accountability. The requirement to practice governance taking sustainable development and social responsibility into account is based on instrumental and substantive rationalities' combination to deal with the new institutionalized needs in society, i.e., it is not enough to produce good products, but necessary to take actions that preserve the environment and benefit all agents involved with the organization (Jacometti, 2011).

It is expected, therefore in corporate governance case, action be in accordance with the laws and regulations promulgated by governments in the various applicable areas, resulting in the so-called legal component, where the ethical component relates to the corporation conduct in issues where society disapproves of, but which are not yet codified in laws that must be followed by government institutions (Miranda et al., 2011).

Nascimento et al. (2011) consider corporate governance sustainability in Brazilian public management impaired by the interpersonal conflicts management lack, making corporate sustainability more complex, due to the Brazilian public management specificities, such as the weakness in the legal and coercive mechanisms application, the paradox regarding the stability acquired by the servers according to the guidelines of Law 8.112 / 1990, the patrimonialist and clientelistic tradition of the public administration in Brazil, the bureaucracy dysfunctions, which compromise the development, ambiance and corporativism of the incoming servers in public management.

Cavedon (2014) observes the probationary stage does not assume the control character as it should, as it happens in the private initiative, in which the period of experience serves to accompany the worker performance who must be humble as a form of permanence in the organization. In the public

sector, the margin time is very wide, and punitive measures will only be imputed if something very serious has occurred.

Ergo, keeping the incoming server human capital, maintaining the corporate sustainability, faced with public management barriers in its hampered quotidian must find *via* legislation the adaptation and quality institutionalization in the human resources management, for the probationary server does not demand resignation or cyclical sick leave withdrawal for health reasons losing the public contest realization sense by institution and finally, another contest opening or the outsourced workers hiring to cover the human resources' lack. This example is based on Elkington's observation (1998) companies should relate themselves in a different way to the environment dimension to which they are inserted because the sustainable principles also support the whole perspective, which is attended by all stakeholders, whether through the law, or public agents to which the law directly applies and micro-society whose consequences are reflected.

In the autarchy observed case, the legislation is the provocative either a reaction provoking or defence for its corporate system is maintained without the Executive or Judiciary Branch's imperious intervention, thus identifying in this way a connection level between the sector to whom the autarchy must maintain its processes and variables within a regulation capacity in order to be willing to change. Caiado et al. (2015) treats this observation by realizing the organizations' performance evaluation can be elaborated for its various dimensions with performance indicators diversity adequate to the sustainable analysis context to be criticized.

In another paper purpose perception, it should be mentioned Mesquita (2010) observes managers must also be evaluated, with goals and responsibility for resources, especially human resources subordinated to them, provoking within the governmental sphere the management by competencies as an intervention form in illicit acts in the human resources management; exemplified in this paper context by moral and sexual harassment.

3. METHODOLOGY

3.1. *Webbliomining* Method

The bibliometric research occurred by webbliomining method application (or text mining in the web electronic network) carried out in the bases: Web

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of Science, Scopus and Capes on June 26, 2016, analysing paper' references, identifying their reference areas, their countries areas and authors. When defining, an initial bibliographical reference set, the focus was on corporate governance subject research corroborated by a theory, which in this case is the internal migrations theory, as observed in Chart 1.

(Chart 1)

SPECIFIC HEADINGS SEARCH RETURNS IN THE SEARCHED DATABASES

Specific headings	Bases		
	Web of Science	Scopus	Capes
	Search returns		
"internal migration"	1506	2655	31
"internal migration" and "public administration"	115	0	0
"internal migration" and "public administration" and "Brazil"	2	0	0
"internal migration" and "brazil"	36	47	18
"internal migration" and "corporate governance"	0	0	0
"internal migration" and "corporate management"	0	0	0
"internal migration" and "corporative management"	0	0	0
"internal migration" and "sustentability"	12	0	0

Source: Own elaboration by means of bases: Web of Science, Scopus and Capes accessed in June 26, 2016.

The results obtained with the heading "internal migration" and its applications in this study context did not offer enough material for the research objective, since the concentration occurs in the geo-urban science area, even when the years are extended according to observed in Figure 1 at the word cloud.

To this end, it was opted to associate this study themes with "corporate governance" and "sustainability", highlighting in the study searches, papers within the organizational environment and in the socio-economic conditions aiming a literature alignment in a way where internal migration theory is corroborated in the study objective to observe if it is the moral and sexual harassment cause in which the public servant in probationary stage requests a movement to the responsible sector (in large quantity of requests); hence the committee created – within local authority corporate governance and sustainability context – intervene in a way to keep the public servant in the

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institution and oppress stalkers' power in a way not denigrating the entity management.

THE MOST FOUND WORDS CLOUD IN BIBLIOMETRIC
SEARCH IN THE PROPOSED LINES AREAS

Source: Figure prepared by the authors using the tool available on the website called *Tagul Clouds*: *Tagul – Gorgeous tag clouds.*

The methodological sequence constructed in this study began with the literary revision found with the association possibility by urban and corporate context similarity, in a pragmatic way through internal migrations lines, corporate governance lines, public management lines and sustainability lines.

After the literature review, a structured interview was organized, but considering the autarchy interviewee subjectivity with the responsible server for the department and who suggested and experienced the division of this in sectors to optimize the people management perception within the autarchy organizational culture, if it was adequate to the incoming servers probationary's reception.

As Brazil has particular corporate governance understanding features distinct from the US and European's scientific academies, due to its economic-political-social history, papers whose hard core centered on stakeholder theory were excluded, since the academy's maieutics to be found must be in line with hermeneutics, which in this article does not address the applications over which organizations are held accountable to the people

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and groups that influence and are influenced by it, as the literature review demonstrates its protective belt in Freeman (1984).

Still in reviewing the literature method on the structured interview conducted, it was sought to understand adherence articles to the Federal Constitution in its article 41, fourth paragraph where it observes one of the acquisition conditions to be considered stable public servant is special performance evaluation obligatority by a commission set up for this purpose (BRAZIL, 1988). It is this evaluation committee instituted lacked the probationary stage evaluation and follow-up and for this reason, the corporate governance institution traits were almost null, when the server in probationary stage movement requesting perception increased. Flowchart 1 shows the literature review epistemological construction applied in the observed study.
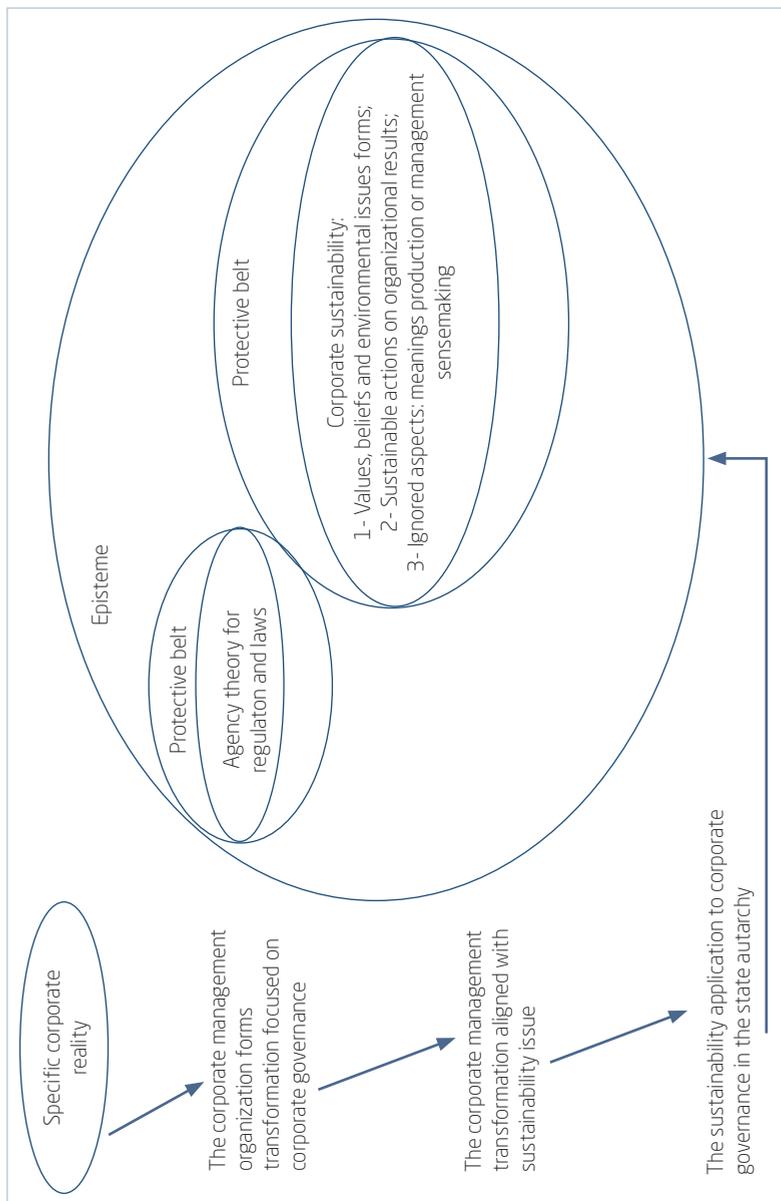
It is concluded internal migrations theory's associations applied to corporate governance and sustainability are aligned, once the public servant in probationary stage request to leave the unit is observed; the human resources department must act with transparency in the autarchy, which causes a dispersion process rather than attraction within the local authority microcosm, because it is difficult to overcome the intervening obstacles (the harassing agents and the dominant organizational culture with negative aspects), increasing the migratory volume as outlined in Flowchart 2 (Nogueira, 1991).

3.2. Structured and semi-structured interviews

For the autarchy to be in a strike state in the first half of 2016, it was decided to develop the structured interview methodology with a predefined objective due to the on-call and rotation regime the human resources department implemented to keep the service running in a restricted manner. Therefore, the questions put directly to the interviewee resulted in objective and sometimes subjective answers also appeared in the structured interview where they brought more information would otherwise be difficult to obtain, based on an evaluation objective as the corporate governance analysis (Marques et al., 2013).

Per Flick (2009), the structured interview's objective – with questions generate narrative and questions capture the interviewee professional specialization on the subject – was to obtain the subject views, from the interviewee's perspective, in which there were more explanations about the sector process understanding, in a free and extensive way, to which the respondent offered more information spontaneously showing the literature

(**Flowchart 1**)

THE LITERATURE REVIEW RESEARCHED OUTLINE

Episteme

Protective belt

Corporate sustainability:
1 - Values, beliefs and environmental issues forms;
2 - Sustainable actions on organizational results;
3 - Ignored aspects: meanings production or management sensemaking

Protective belt

Agency theory for regulaton and laws

Specific corporate reality

The corporate management organization forms transformation focused on corporate governance

The corporate management transformation aligned with sustainability issue

The sustainability application to corporate governance in the state autarchy

Source: Elaborated by the authors (2016).

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(Flowchart 2)

ARTICLE THEME ASSOCIATION EXTRAPOLATION' SCHEMATIZATION BY THE INTERNAL MIGRATIONS' THEORY

Theme	Details
Repeated and successive moral and sexual harassment cycle within probationary stage - Dispersion within the state autarchy	• Request for unit movement within the probationaty stage (diversification degree and incoming public servant qualification). • Request for exoneration within the probationary stage (overcoming intervening obstacles difficulty).
Internal migration current efficiency	• High efficiency when the environment remains under the harasser direction without impediment actions to the spread of harassment by the harasser. • Low efficiency when one can intervene in the stalker's actions.
Expulsion or attraction's factors	• Attraction guide the mobility flow within the probationaty stage for sectors whose incoming server professional profile is aligned. • Expulsion change factors due to technological evolution and governmental laws, and stagnation factors in the strong organizational culture pressure form from the oppresive unit under the incoming server.

Source: Elaborated by the authors (2016).

review researched adherence on the themes cover sustainability applied in corporate governance.

The structured interview was carried out with the probationary stage monitoring and evaluation service sector's head, a server who is in this sector with tasks performed from operational to analytics whose must be in line with the public administration principles laws pertinent to the probationary stage.

The interview took place in forty minutes after informing the interviewee the structured questions, to which the interviewee besides answering the questions, also explained the probationary stage moving process dynamics being in this paper annex. Due to strike status, it was not possible to continue the interview with the head of service any longer for further consideration about the governance study.

The structured interview perception for the interviewee who is the service sector head for probationary stage monitoring and evaluation had a positive return; because his time was restricted, the chief understood the paper study objective and he could accurately inform the pending compliance with the Federal Constitution regarding the special evaluation committee establishment in the probationary stage makes the institution's sustainability due to corporate governance in managing the harasser and the beleaguered conflict whose generated the demand for movement in probationary stage.

Although structured interviews generally do not require the researcher presence for the interviewee answering the questions (*Ibid*), the interview was conducted with one of the researchers' presence in order to make the paper topic emphatic to the autarchy represented by the sector's head who was solicitous to respond unreservedly to all questions. Flick (2009) observes the qualitative research perspective from the data collection method point of view, in the approach to the subjective points of view, among which the various interviews leads to the participant's observation and the best social situations production description, provoking in the structures underlying hermeneutical analysis the interactions objectivity.

4. RESEARCH RESULTS ANALYSIS AND DISCUSSION

4.1. The autarchy's culture identification by the quantitative data

In data from 2014, the autarchy had a total of 7,765 public servants with 348 commissioned positions. Approximately 35% of this population has 0 to 4 service years in the autarchy as the last large public contest of technicians'

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result to work in the autarchy operational production activity. From 2012 to 2014, a single server was exonerated because he abandoned his employment.

The service to the public server in adverse situation, in which requests mobility has the data of 2014 arranged in Chart 2, according to the sector responsible performance for server support and monitoring service, which acts in moral harassment cases, in disciplinary matters, conflicts mediation and servers' functional mobility. It is important to emphasize the sector also provides immediate support to the servers, guiding them in the adverse situations in which they are, accompanying them in adaptation situations after conflict resolution and/or functional mobility.

(Chart 2)

MOBILITY REQUEST ATTENDANCE

Attendance	Quantity	Percent	Cumulative percent
Functional mobility	102	65,81%	65,81%
Conflict mediation	27	17,42%	83,23%
Usual clarifications	20	12,90%	96,13%
Moral harassment	6	3,87%	100%
Total	155	100%	

Source: Autarchy's data.

The autarchy has a sector to deal with the server's physical and mental health, with the promoting and preserving the worker's health mission and protecting the safety and environmental conditions, having in Chart 3 their data from 2012 to 2015.

(Chart 3)

MEDICAL SERVICES

Medical services				
Causes	2012	2013	2014	2015
Recurrent	43	227	51	20
Pre-employment examination	663	913	958	561
Occupational assessment not planned	–	5	5	–
Accident at work	28	31	28	5

(Chart 3)

MEDICAL SERVICES *(conclusion)*

Medical services				
Causes	2012	2013	2014	2015
Medical expertise	2.987	3.229	3.741	1.672
Occupational rehabilitation	213	264	155	48
Total	3.934	4.669	4.938	2.306

Source: Autarchy's data.

The occupational evaluations refer to the pre-employment examination and periodic exams, the first ones being more quantitative due to the great new servers' entry. Occupational assessment not planned are performed on demand from servers in the event of a health or safety complaint.

Medical expertise is held in the health care sector for licensed servers above three days of leave. In medical licenses over 120 days, the expertise is performed outside of the autarchy. The readaptations are evaluated by an interdisciplinary committee for the purpose of functional readaptation initially lasting from two to four years and may be renewed, depending on the case analysed. All readaptation must be published in the official press vehicle used by the autarchy.

After the collection of these initial data compose the autarchy organizational culture profile, the questions preparation to the sector began. The questions asked to the structured interview were sequenced in order to identify the former demand number for server movement during probation, with the establishment of the evaluation and monitoring sector within the human resources department, from being an operational activity to become in fact, an analytical character sector and with this, to observe its assignment in other sectors identified the need to comply with the Federal Constitution in creating the commission until the operational activity sectioning for a constituted sector had not yet been observed was outside the Executive Branch legal alignment.

The request for movement in a probationary stage macroprocess, whose explanation of how the process was offered by the head of the sector when the structured interview was carried out, it was drawn up at the annex, to which this flow was drawn by a process management tool, Business Process Modeling Notation (BPMN).

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The interview answered by the sector's head is below:

1- On average, how many requests for movement within the probationary stage occur per month?

Answer: There are 30 requests for movement per month.

2- When was the follow-up service / probationary evaluation department created?

Answer: October 2014.

3- When was the need for a division department for probationary stage mobility analysis noticed by the probationary evaluation section?

Answer: There was only one sector of purely operational vision with three internal divisions: the probationary division, the monitoring-oriented division, and the server-driven division. With the sector restructuring in 2014, human resources management reorganized the activities process and flow and also the service competency map. At the same time, there was a large demand for movement during the probationary period. In this sense, it was presented to the human resources the sections division into three to guarantee flow optimization and this way was instituted the movement and monitoring sector, maintaining the probatory stage sector. The server-after a probationary stage evaluation division, when the server is already stable, was not established as there was a consensus disparate actions could occur that would violate the public administration principles, leading to administrative processes outside the people quality management focus in public administration.

4- How is the movement analysis flow in probationary stage?

Answer: There are three reception types:

a. Request reception by unit requesting server.

b. Request reception by unit putting server available.

c. Written request reception by the server.

5- How was the creation of the probationary committee perceived by the probationary appraisal department?

Answer: due to the need to comply with the Federal Constitution in its article 41 whose server stability must be ratified by a defined commission until the establishment present moment had not been instituted at the autarchy.

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6- What is the movement analysis processes flow by the commission?

Answer: all cases of probationary movement go through the commission without any exceptions or interventions or even political/institutional articulations.

7- What are the restrictions and assumptions regarding the release of probationary stage proceedings by the probationary evaluation sector and by the commission?

Answer: all positions are treated the same, so they all follow the same service flow and process transparency. There is no restriction and premise does not go through the flow, even the cases of Functions and Charge Commissioned because the movement is always deliberated by the Commission and the Human Resources Superintendency.

8- In corporate governance terms, how much did the governance level of this section division within the movement department increase in the Human Resources Superintendency's institution?

Answer:

In qualitative terms:

a. Scenario analysis observing the harasser and the harassed and thus avoiding institutional crises protecting the harassed and taking away the harassing power;

b. Servers' reduction in the harassing unit, thus giving visibility to the problem to better articulate the harassment solution and to the harasser who has an abusive harassment practice;

c. Analyse the harasser without generating administrative process or any institutional or political crises, depending on the position;

d. Better psychological, psychiatric and social assistance in occupational health, with support from the human resources dimension divisions and the monitoring and evaluation division.

In quantitative terms:

a. The recidivism occurred only in 4 cases, where no exoneration occurred and the inquiry process was filed:

   i. 1 in September 2013;

  ii. 1 at 2011;

 iii. 1 at 2012;

 iv. 1 at 2015.

4.2. The interview analysis and discussion

This article aimed to reach the proposed goal of showing the sustainability applicability in the corporate governance practice by the Federal Constitution interpretation and execution in which weighs the fact of the commission's need to evaluate any aspects and circumstances pertinent to the public servants' probationary stage in all governmental spheres, and also the probationary stage evaluation corroboration for occurring the server's stability whose values, beliefs and questioning ways from the people management by the management sensemaking have approved server profile verification in the public contest.

In the literature review it was obtained findings for the epistemology construction based on internal migrations theory adaptation to corporate issues, as to corporate governance and sustainability pragmatism, in order to find protective belts for the organization's forms transformations to the corporate management and also its alignment to the sustainable practice, also by the superficial agency theory identification, considering the study environment to be an autarchy.

The interview was held at an autarchy credible moment in a strike state, however, the person interviewed was of great importance for the study composition, because he is the person responsible for the probationary stage evaluation sector beginning and also the person who identified the corporate governance failure for failing to comply with the Federal Constitution, regarding the commission creation to follow the evaluations and the movements at probationary stage cases; therefore, this agent is considered the consolidator of all available information regarding the department and its sectors division question, since all the data and the information generated about the movement in probationary stage are this server operational and analytical responsibility.

It is noticed with the autarchy servers enhanced, the movements in probationary stage requests numbers increased considerably caused by the organizational culture negative typology standing out dominant in the unit, generating internal migration in the autarchy by the server in probationary stage; because his profile in professional terms equals any other unit profiles demanded to which he/she is moved. The commission analyses the request contexts in order to mediate – if possible – the existing conflicts regarding a new server entry to the unit, however, once set up harassment or the need for functional mobility, it is decided to move the server and the unit behaviour is studied for eliminating the types and oppressive environmental

behaviours may exist in the unit, starting with the fact a new server is not restored to the server station was moved, in order to reduce the aggressor's aggression power.

5. CONCLUSIONS

The study contributes to the behavioural understanding about the public servant's move solicitation in a probationary stage based on Internal Migrations Theory, in line with corporate governance to better act on the commissions and committees that assess the probationary stage that validate the Federal Constitution and manage the conflicts are provoked by internal migrations.

This article objective was to observe internal migrations theory can be perceived by the evolution of the treatment given in the autarchy organizational management, as for the reformulation in accompanying the incoming public servants' movement request in probationary stage, due to moral harassment and possible others contextualizing facts; demanding the organization transparency in identifying the harasser and thus diminish its action field. Thereby, it is observed in the literature the internal migration theory can be studied also in the corporate sphere, outside its geo-urban science hard core, since in the institution's microcosm, people also make migration decisions by environmental and cultural factors issues.

Considering corporate sustainability questions and corporate governance issues, a public contest when performed should be sustainable in the sense the incoming public servant does not request immediate exemption, otherwise it would be spent with another public contest or an outsourced contract, causing unnecessary public expenses for non-compliance with the Federal Constitution in its Article 41 has transparency agreements regarding the probationary stage period.

This study promoted the corporate governance analysis by the institution organizational sustainability, hence harassment is an autarchy internal migration factor and how the institution must watch over the constitutional principles of legality, impersonality, morality, publicity and efficiency; in what concerns to corporate governance and sustainability as the new public contest opening for vacancy requests and exemption requests; when the root cause is the harassment occurs in the probationary stage leading the server out of the autarchy, this makes it feasible for discussion in the scientific academy to observe this phenomenon for economic transparency and social

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transparency, regarding respect for the human being is made itself present at the governmental institution.

The interviewee responded with transparency about his sector evolution within human resources department. The great insight was control over the harasser became intensified and identified where harasser's demand for new servers started to be denied as a way of undermining the harassing power this person possesses bringing the decline harassment perception coming from the servers' report allocated in these units.

Also during the interview, it was noticed the autarchy' statute is not spread between the new incoming servers nor the legal instructions in administrative law protect the harassed in probationary stage in the sense it is not neglected by the institution and occurs the harassment existence publicity and the harassed person has the right to request being moved on probationary stage – even if the probationary stage requires the server to remain in the same unit for three consecutive years to achieve its stability, besides the probationary stage monitoring evaluation. This observation was commented with the responsible server to which he answered that his sector is in the stage of expansion to exactly raise and to divulge more information to the servers in order to solve organizational culture negative facts and conflicts between harassers and harassed today observed minimize in mid-term.

Corporate governance was present when, at the human resources department beginning, it was taken from operational activity observation, the servants' movement on probationary stage to a departmental division in an evaluation and follow-up section still, at its core, observed the needing for detailing the true request for movement motives and for understanding the organizational culture logic within the units lead to the amount of thirty movement requests per month, bringing sustainability to the autarchy in reducing the public contests number and the hiring contractors in emergency nature as was the autarchy custom to perform such procedures because in addition to the movement within the probationary stage, the servers also requested exoneration in extreme cases, this finding being perceived subjectively throughout the study structure.

It is concluded the committees and evaluation committees existence for probationary stage employees promotes sustainability to the public contest whose the demanded motive by the governmental institution in hiring new public servants, while maintaining the urbanity right towards these incoming servers to the institution with its already dominant organizational culture; in which public management weighs the organizational culture vehement discussion in a negative way. As in the autarchy, the commission

implementation was carried out after the probationary stage evaluation activities' execution; where it was observed the incoming public servant service quality loss, to moral and sexual harassment issues in which they were confronted when entering the institution's public career being part of this topic new researches proposal an interesting perspective as contribution to the academy in the public management area and corporate governance.

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(APPENDIX)

PROBATIONARY STAGE MOVEMENT MACROPROCESS