81 - THE EFFECTS OF A PROGRAMWORKPLACE GYMNASTICS ON THE QUALITY OF LIFEEMPLOYEE OF A PRIVATE INSTITUTION OF PORTO ALEGRE.

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INTRODUCTION

Workplace Gymnastics is not a recent type of physical activity. In Brazil, the Workplace Gymnastics got its start in 1973, according to KOLLING (1980 apud POLITO; BERGAMASCHI, 2002). It was a pioneering experience in the country, based on the proposal prepared by the Federation of Higher Education Institutions in Novo Hamburgo - RS. This proposal, coming from the pioneering experience, was based on the biomechanical analysis of these exercises used to relax the contraction of agonist muscles for antagonistic. However, this project only lasted for a brief period. Currently, Workplace Gymnastics is widespread throughout the entire country(Pressi; Candotti, 2005, p. 29).

Workplace Gymnastics seeks to improve the quality of life of employees through these activities performed in their own work environment. Close to Workplace Gymnastics, Lima (2003) is a set of physical activities performed during the workday, prepared in accordance with work activities performed. Sources (2001 apud LIMA, 2009), said complementary financial compensation was given for repetitive movements, with no incorrect postures

Workplace Gymnastics programs directly linked to Quality of Life Programs present many benefits to participating employees. According to the study Berte Junior (2006) and also Macielet. al. (2005), Workplace Gymnastics programs bring physical benefits (decreased pain and / or muscle discomfort), psychological benefits (stress reduction, increasing the power of concentration and motivation) and social benefits (team spirit, integration and trust between colleagues) to the participating employees.

However, with Quality of Life Programs it is also necessary to adopt a healthier lifestyle, even though in many developed societies we have seen the adoption of a lifestyle with very low levels of physical activity and poor eating habits. The study of Sharkey (1998 apudMilitao, 2001) showed that the importance of an active lifestyle is vital to the health of people because it envolves the search for other healthy habits and eliminates negative behaviors like smoking and eating unbalanced diets.

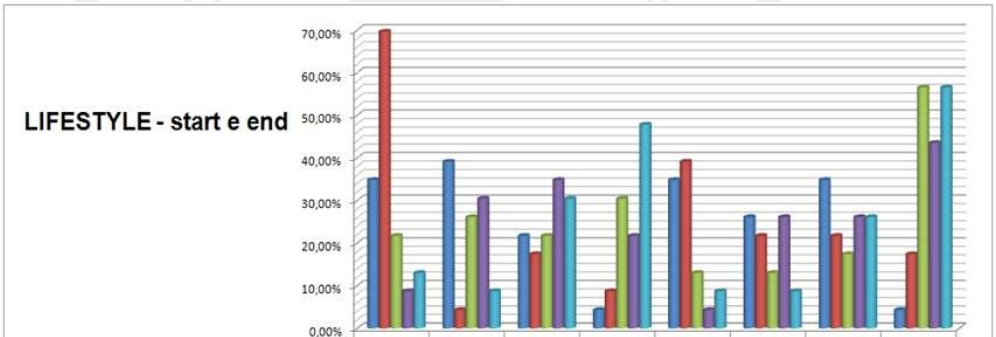
Therefore the aim of this study was to investigate the effects of a program of Workplace Gymnastics on the Quality of Life of employees of a private institution of Porto Alegre.

METHODICAL DESIGN

Workplace Gymnasticssessions were held 3x per week, each session lasting 15 minutes, for a duration of 8 months. The methodological design of the research was configured in a quantitative paradigm, with a quasi-experimental methodology, “before and after” with the sample group. The composition of the sample through the process is not probabilistic, where the population studied was composed by employees of a private institution in Porto Alegre. The sample comprised of 23 employees (n=23) who agreed to participate voluntarily. The employees worked 8 hours per day. In the sample 17.3% were men and 82.7% women, average age 37 years (SD ± 11.6). The participation of employees in the survey is consistent with Resolution 196/96 (BRAZIL, 1996) of theCouncil National Health(CNS), using the Term of Consent where to collect data we used the questionnaire Closed adapted Poleto (2002). The collected data are presented descriptively.

RESULTS AND DISCUSSION

Referring to profile individual lifestyle (Nahas, Francalacci& Barros, 2000) of the employees of the institution.



	Not	Sometimes	Often	Always	Not	Sometimes	Often	Always
you avoid eating fatty foods and sweets	34,80%	39,10%	21,70%	4,30%	34,80%	26,10%	34,80%	4,30%
you do at least 30 minutes of physical activity	69,60%	4,30%	17,40%	8,70%	39,10%	21,70%	21,70%	17,40%
you know your blood pressure, your cholesterol levels	21,70%	26,10%	21,70%	30,40%	13,00%	13,00%	17,40%	56,50%
your leisure includes meetings with friends, sports group	8,70%	30,40%	34,80%	21,70%	4,30%	26,10%	26,10%	43,50%
you reserve time (at least 5 minutes) every day to relax	13,00%	8,70%	30,40%	47,80%	8,70%	8,70%	26,10%	56,50%

Chart1 - Comparative: Lifestyle - Start and End

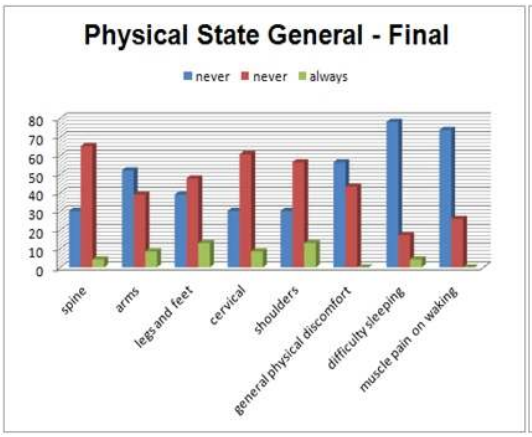
With regard to nutrition component, 39.1% of employees sometimes ate fatty foods and sweets, but this figure fell to 26.1% in the final questionnaire. Regarding physical activity, only 8.7% of employees performed some physical activity, however, this percentage increased to 17.4% by the end of the study. As for preventive behavior, 21.7% of employees claimed they didn't know how to control their blood pressure and cholesterol, compared to the final questionnaire that rate declined to 13%. The results also showed that in relation to interpersonal relationships, 21.7% were always active in their social environment and this percentage rose to 43.5%. In terms of stress control 13% of employees said they can not keep up in a discussion without stress, today this figure fell to 8.7%.

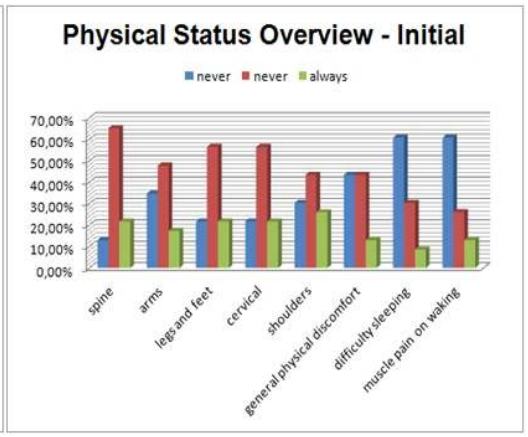
Searches as Polleto (2002) in which they relate to the many benefits of Workplace Gymnastics implementation and Quality of Life programs in companies. The participants were often interested in and practiced regular physical activity outside the company, improved their interpersonal relationships among coworkers, and described the main benefit as the change in lifestyle that occurred as a result of the Workplace Gymnastics Program.

Through the initial and final questionaire - adapted from Poleto (2002) we observed some positive changes, by comparison, in relation to beginning and ending of the program, regarding their general physical condition.

Comparing the results of the initial questionnaire (Charts 2 and 3) with the final, it is clear that the percentage of employees who claimed they always felt pain in the lumbar spine decreased by 17.4%, as well as the legs and feet (8, 7%) and cervical (13%). There was also a decrease in the arms (8.7%) and shoulders (13%). In relation to general physical discomfort, it is noted that there was an increase of 13% of employees who never felt physical discomfort.

Study by Fernandez et In. al. (2008) showed that there was a decrease of 15.4% of complaints in the neck, this same study indicated a decrease of 4.87% in the lumbar region and 22.11% in the shoulders.





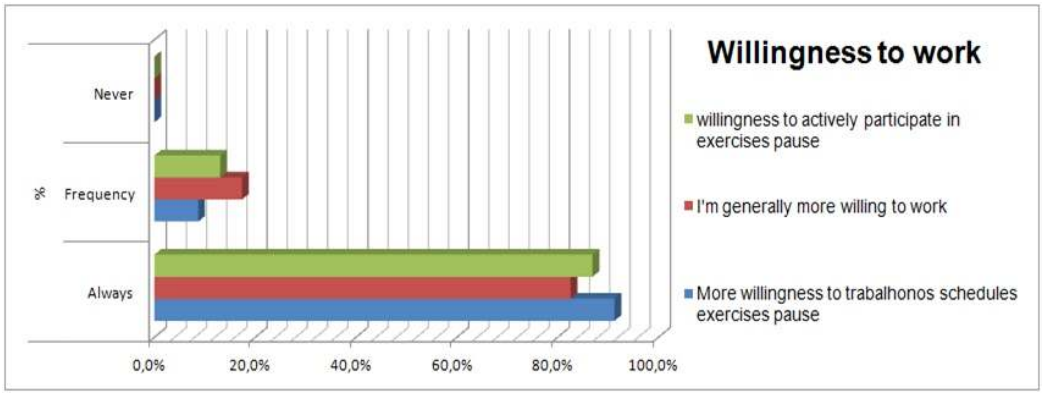
Graph 2: Physical Status Overview - Initial

Graph 3 : Physical State General - Final

> Lima (2003, p.8), GL also stands out as an activity that assists in injury prevention in the workplace because, anatomically, it is aimed at improving flexibility and joint mobility and reducing fatigue - resulting voltage and repeatability that affect tendons, fascia and nerves muscles - and benefit the posture of the individual in front of the station and its routine work.

In comparison charts (charts 2 and 3) we note that there is a 17.4% increase of employees who never have difficulty sleeping, and 13.1% never feel muscle pain upon waking.

Regarding the disposition of employees towards their work (Graph 4), the results showed that 86.9% of these employees had a better disposition when there's a Workplace Gymnastics program.



Graph 4 - Willingness to Work

Only 17.3% are quite often more willing to work ingeneral. The provision for Workplace Gymnastics, 91.3% say they are always willing to conduct classes.

According to Lima (2003), the benefits of Workplace Gymnastics for workers, is the increased willingness and courage to work, so that , according to the study by the same author showed that 87% of employees improved their willingness to work.

CONCLUSION

Among the many benefits described, it can be concluded that Workplace Gymnastics influenced employees in changing their lifestyle, improving their eating habits, and starting the practice of regular exercise. Note that there was a greater concern about health in general, adopting preventive behavior, seeking to improve their social relationships and stress management. There was more leisure time.

Notice that there was also a considerable decrease in frequency of muscular discomfort. The perceived muscle discomfort occurred only during the workday, but they did not have difficulties sleeping and waking due to muscle discomfort.

Regarding the attitude toward work, the assertion that most employees are more willing to work, after the intervention program Workplace Gymnastics. This shows us that the benefits of Workplace Gymnastics are also important for the company because employees are more willing to be more productive.

It is suggested to continue the Workplace Gymnastics program as well as have an ergonomic analysis of workstations.

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THE EFFECTS OF WORKPLACE GYNAMSTICS ON THE QUALITY OF LIFE OFEMPLOYEES OF A PRIVATE INSTITUTION IN PORTO ALEGRE.

RESUME

Workplace Gymnastics is a tool that seeks to improve the well-being, satisfaction and quality of life of employees through physical activities at their own work environment. It minimize the effects caused by work activities on the musculoskeletal system. This study aimed to examine the effects of a program of Workplace Gymnastics on the quality of life of employees of a private institution in Porto Alegre. Workplace Gymnastics sessions were performed for 15 minutes,3x per week, for 8 months. The experimental methodology was characterized before and after the study with only one group. Survey participants were in agreement with resolution 196/96 of the National Health Council For data collection. We used the closed questionnaire adapted from Poleto (2002). The sample consisted of 30 employees working 8 hours per day. The results showed that employees improved their lifestyle after the Workplace Gymnastics Program. In relation to their general physical condition, there was an increase of 13% of employees feeling no physical discomfort and generally in all other related items there was a significant improvement. The employees demonstrated a greater willingness to work. From the results, it is concluded that the Workplace Gymnastics program influenced employees by changing their lifestyle. It was also noticed that there was a considerable decrease in the frequency of muscle discomfort and a greater willingness to work. In conclusion, it is suggested to continue the Workplace Gymnastics program, as well as the ergonomic analysis of workstations.

KEYWORDS: Employees, Workplace Gymnastics and Quality of Life.

LESEFFETS DE LAGYMDE TRAVAILSURLAQUALITE DE VIE DESEMPLOYÉS D'UNTABLISSEMENTPRIVÉ DEPORTO ALEGRE.

RÉSUMÉ

Les Gymnastique est un outil qui vise le bien-être, la satisfaction et la qualité de vie des salariés grâce à des activités physiques dans leur propre environnement de travail et de réduire les effets causés par une activité professionnelle sur le système musculo-squelettique. Cette étude visait à examiner les effets d'un programme de Gymnastique sur la qualité de vie des employés d'une institution privée de Porto Alegre. Gymnastique sessions ont été réalisées 3 fois par semaine d'une durée de 15 minutes pour 8 mois. La méthodologie expérimentale a été caractérisé par une méthodologie quasi expérimentale, le genre avant et après l'étude d'un seul groupe. Les participants au sondage étaient d'accord avec la résolution 196/96 du Conseil national de la santé pour la collecte des données, nous avons utilisé le questionnaire fermé adapté de Poleto (2002), l'échantillon était composé de 30 employés avec une journée de travail de 8 heures par jour. Les résultats ont montré que les employés ont amélioré leur mode de vie après le GL programme d'intervention en ce qui concerne la condition physique générale est une augmentation de 13% du collaboré jamais ressentir de l'inconfort physique en général tous les autres éléments connexes y avait

une amélioration significative , et démontrent une plus grande volonté de travailler. D'après les résultats, on peut conclure que le programme a incité les salariés de Gymnastique à changer leur mode de vie. On remarque qu'il y avait aussi une diminution considérable de la fréquence des douleurs musculaires et une plus grande volonté de travailler. Toutefois, il est suggéré de poursuivre le programme de Gymnastique, ainsi que l'analyse des postes de travailergonomiques

MOTS-CLÉS: employés, gymnastiqueet qualité de vie.

LOS EFECTOS DE UNTRABAJO DEGIMNASIAEN LA CALIDADDEVIDA DELOS EMPLEADOSDE UNAINSTITUCIÓNPRIVADADEPORTOALEGRE.

RESUMEN

LosGimnasia es una herramienta que busca elbienestar, la satisfacción y la calidad devida de los empleadosa través de actividadesfísicas ensupropio ambiente de trabajoy minimizarlos efectos causados porlas actividades de trabajoen el sistemamúsculo-esquelético.Este estudiotuvo como objetivo examinarlos efectos de unprogramadeGimnasia en la calidadde vida de losempleados de unainstitución privada dePortoAlegre.SesionesGimnasia se realizaron3 veces porsemanacon una duración de15 minutosdurante 8 meses.La metodologíaexperimental secaracteriza porunametodologíacasiexperimental, del tipoantesy después del estudiocon un solo grupo. Los encuestadosestaban de acuerdo conlaresolución196/96 delConsejo Nacional de SaludPara la recolección dedatosse utilizó elcuestionario cerradoadaptado dePoleto(2002),lamuestra estuvo conformada por30 empleadosconuna jornada laboral de08 a.m.diaria. Los resultadosmostraron que los empleadoshan mejorado suestilo de vidadespués de laGimnasia programa de intervenciónen relación con lacondiciónfísicageneral fueun aumento del 13% de los colaboradoalguna vezsentirmalestarfísicoen general,todos los demás temasrelacionadoshubo unamejora significativay demostraruna mayor voluntad detrabajar.De los resultados, se concluye que el programainfluenciadoempleadosGimnasia en cambiar suestilo de vida. Se observa quetambién hubouna disminución considerable dela frecuenciadeincomodidadmusculary una mayor disposicióna trabajar.Sin embargo, se sugiere para continuar el programadeGimnasia así como el análisis de lasestaciones de trabajoergonómica.

PALABRAS CLAVE: Empleados, Gimnasiay Calidad deVida.

OS EFEITOS DE UM PROGRAMA DE GINÁSTICA LABORAL SOBRE A QUALIDADE DE VIDADOS COLABORADORES DE UMA INSTITUIÇÃO PARTICULAR DE PORTO ALEGRE.

RESUMO

A Ginástica Laboral (GL) é uma ferramenta que busca o bem-estar, satisfação e Qualidade de Vida dos colaboradores por meio de atividades físicas no próprio ambiente de trabalho, além de minimizar os efeitos causados pelas atividades laborais, sobre o sistema músculo esquelético. Este estudo teve como objetivo verificar os efeitos de um programa de GL sobre a Qualidade de Vida dos colaboradores de uma instituição particular de Porto Alegre. As sessões de GL foram realizadas 3x por semana com duração de 15 minutos, durante 8 meses. O delineamento metodológico caracterizou-se por uma metodologia quase experimental, do tipo de estudo antes e depois com apenas um grupo. Os participantes da pesquisa estiveram de acordo com a resolução 196/96 do Conselho Nacional de Saúde. Para a coleta de dados utilizou-se o questionário fechado adaptado de Poleto (2002), a amostra foi composta por 30 colaboradores com uma jornada de trabalho de 8h diárias. Os resultados obtidos mostraram que os colaboradores melhoraram seu estilo de vida depois da intervenção do programa de GL, em relação ao estado físico geral houve um aumento de 13% dos colaborados que nunca sentem desconforto físico geral, todos os outros itens relacionados houve uma melhora significativa, além de demonstrar uma maior disposição para o trabalho. A partir dos resultados, conclui-se que o programa de GL influenciou os colaboradores na mudança do seu estilo de vida. Percebe-se que houve também uma diminuição considerável na frequência de desconforto muscular e maior disposição para o trabalho. Contudo, sugere-se a continuidade do programa de GL, bem como a analise ergonômica dos postos de trabalho.

PALAVRAS-CHAVE: Colaboradores, Ginástica Laboral e Qualidade de Vida.