58 - LABOR GYMNASTICS: HER INFLUENCE AND JOB SATISFACTION OF JANITOR'S FROM A INSTITUTION OF HIGHER EDUCATION

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INTRODUCTION

The opening of Brazilian market pushed the companies to search for higher levels of competitiveness, effective organizational and performance with a development strategy of the people who made and make a organization. In this sense, raising the level of employee satisfaction has proven necessary, as a way for organizations to evaluate their effectiveness in today's competitive environment (Medeiros & Dantas, 2005).

Within this context, the practice of disease prevention and health promotion have been gaining great opportunity, driven by growing interest in quality of life, the importance of minimizing suffering, morbidity and mortality caused by diseases and accidents, and also the need to control and reduce speeding on health care, both in the public sector and the private (COUTO, 2006).

The labor gymnastics is an alternative to offset the pace of current work, sice by increasing their production to maintain a more competitive in the globalized world, firms stepped up their organizational pressure, length of working hours and the demands on workers. The search for final results places in the background work process, so that the worker's body has been used inappropriately (MENDES & LEITE, 2004).

The main objective of this work is to identify whether the pratice of labor gymnastics interfere in the appreciation the work of janitors of Faculdade Assis Gurgacz, through the evaluation of possible muscle discomforts. And identify whether the practive if labor gymnastics is beneficial during the workday.

MATERIALS AND METHODS

It is a Field type cause/effect, cross-sectional and qualitative approach. The population was initially composed of 20 females who worked as a janitor at the Faculdade Assis Gurgacz, these remained only 7 individuals aged 19 to 57 years and who worked during the morning.

Were excluded from the sample individuals who have not worked as a janitor in Faculdade Assis Gurgacz, not agreed to sign the term of informed consent and did not work in the morning.

Before beginning the intervention with the labor gymnastics, was applied a questionnaire with open and closed questions about the participant's satisfaction regarding their work, the presence of muscle discomfort, with the pain interference during the execution of work and about how healthy they consider their quality of life. The questionnaire was developed by the author based on questionnaires used by Lima(2008).

After one month of intervention with the labor gymnastics, was applied a new questionnaire to see if there were benefits for the practice of the gymnastics and what are they, and also to check with occurred significant decrease in muscle discomfort. The questionnaire was adapted according to Mendes & Leite (2008).

The intervention with the practice if labor gymnastics occurred during one month, twice a week on alternate days and lasting 20 minutes which session.

For the application of labor gymnastics was chosen as the compensatory type, which uses global stretching exercises and muscle relaxation through massage. The sessions were initiated with the stretching of upper and lower members and spine, and ending with relaxation through massage with fisioball in regions with greater muscle discomfort.

The data collection and application of labor gymnastics occurred for May to June of 2011. The project was submitted to the ethics and research involving human subjects department, to assess the risks/benefit of the people involved. After the approval, has begun the development of research.

RESULTS AND DISCUSSION

When being asked about their job satisfaction, 100% of respondents are satisfied with the work. Paraphrasing Cadamuro (2010) can be said that job satisfaction is a state of emotional pleasure that comes from reflecting on what a person does to what extent it's work meets your goals, needs and values.

In chart 01, we observed that 84% of the participants report feeling sore muscles and 16% report no pain. But even with feeling some pain, all the participants feel satisfaction with their job. One should, however, take into account that the job satisfaction and satisfaction for having a job is different thing, although they may interfere with this response, according to the research objective, do not require in-depth study.

We may notice that in chart 02, that after the practice of labor gymnastics that was 100% improvement compared with the muscle pain present in 84% of respondents. Through this data we notice that labor gymnastics was beneficial to the participants.

Chart 01: Feel Pain – Before the intervention with labor gymnastics

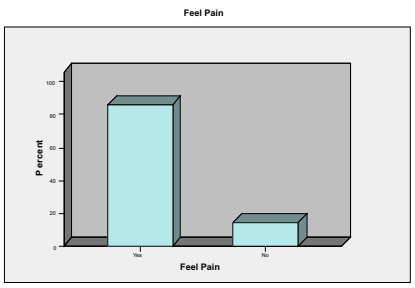
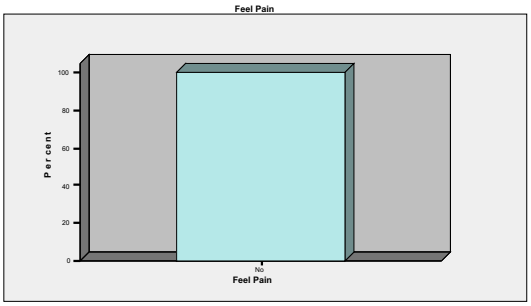


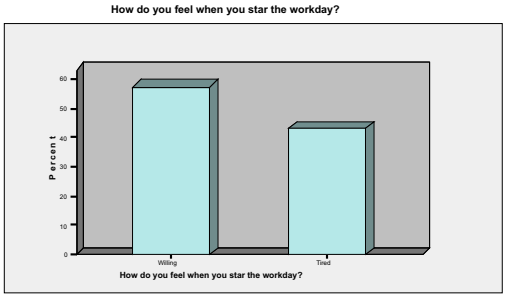
Chart 02: Feel Pain – After the intervention with labor gymnastics



In chart 03, shows that when asked about how they feel when you start the workday, 55% of respondents said they feel willing and 45% said they feel tired. You can not specifically define the factor that leads to a considerable percentage of these women feel tired even before starting the workday, but can say that this is linked to the quality of life, which are included factors such as sleep, food, leisure, rest time, emotional stress between others, and working conditions which are subject to the interviewees.

According to Gonçalves (2006), "Modern time imposed a new routine to the workers, which generally had a sedentary life and that during workday perform repetitive moves and bad positioning in the same position, in short, the great day's work leaves marks on the body".

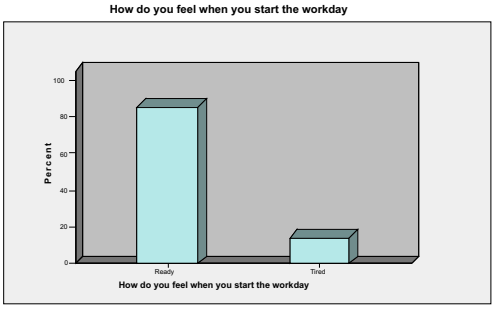
Chart 03: How do you feel when you star the workday? – Before the intervention with labor gymnastics



In chart 04, we note again that, when questioned about how they feel when you star the working day after the intervention with labor gymnastics, 85,7% of the participants said they feel ready and 14,3% said they feel tired. We observed an improvement of 30,7% compared to previous data, proving the efficiency of labor gymnastics.

About the work, Elias & Navarro (2006) emphasize "The intensification of work is characteristic of the current phase of capitalism and has led to excessive consumption of physical and spiritual energies of workers". This factor, described by the authors to suggest that fatigue continuum can also be generated by routine jobs that require intense repetitive physical effort, this process obviously tends to worsen over time.

Chart 04: How do you feel when you start the workday? – After the intervention with labor gymnastics



In the chart 05 below, it appears that when questioned about how they feel at the end of the workday, 75% of the participants said they feel tired and 25% very tired. A very important factor that could have influence the answers is that the physical demand is requirement the work executed by the interviewed.

The cleanup job is classified by Lohuvara (2000) as dynamic, heavy, well characterized, even today, a great physical demand involved. You can identify that the cleaning job requires repetitive motion, force that results in unfavorable positions. So, have a high risk for developing health problems primarily related to the musculoskeletal system.

We may note in the chart 06, that after the labor gymnastics practice 75% of participants answered that they feel tired and 25% willing. This analysis allows you to call attention to the importance of developing activities that can offer these workers quality of life, that this tiredness due to work day does not become chronic, which can trigger stress and discourage. Lima (2010) notes that "Among the factors used in the search for improved quality of life, labor gymnastics has taken a prominent place in various private and public sectors and not exclusively between companies of Oriental origin, as was common up to three decades".

Chart 05: How do you feel at the end of workday? – Before the intervention with labor gymnastics

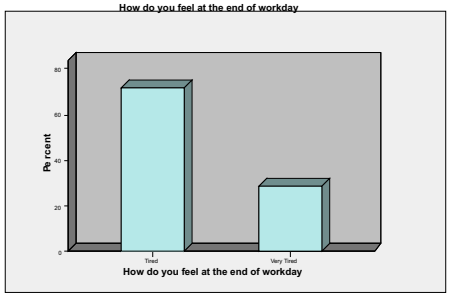
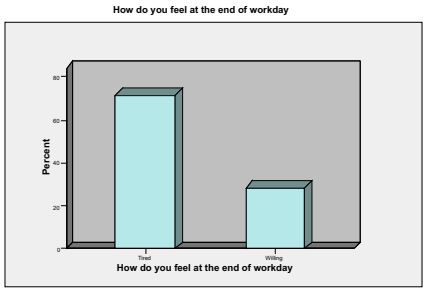


Chart 06: How do you feel at the end of workday? – After the intervention with labor gymnastics

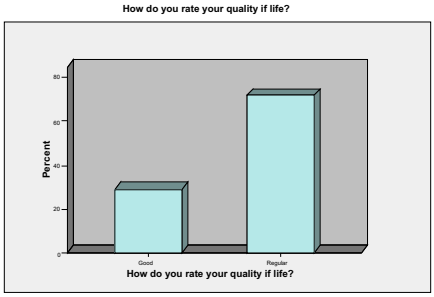


By observing the data from this study, one of the most striking that can be viewed in chart 07, where you can make a analysis of the quality of life physical, mental and emotional of the interviewees. According to 30% of participants said that they have a good quality of life, but on the other hand 70% said that they have a regular quality of life.

According to the Brazilian Association of Quality of Life apud Vieira (1996), “Health is one the most valuable attributes when referring to the term quality of life”.

The quality of life interferes with the performance of daily functions at work about it, adds SILVA et al (2006, p.7) “health at work is essential for the socioeconomic development of any nation in the world”.

Chart 07: How do you rate your quality if life? Before the intervention with labor gymnastics



When asked if the labor gymnastics program contributes to the improvement of quality of life of the participants, 100% said yes. In this light we can say that it is feasible to encourage the practice of relaxing activities at work, which provide physical well-being and mental health of the employees contributing.

Rodrigues (1994, p.34), says: “Employees that have a family life unsatisfactory have their work as the sole or dominant means for the satisfaction of may needs, especially social ones”. Thus, the work takes on huge dimensions in people's lives, so often becomes the main source of pleasure and frustration.

According to Moretti (2010, p.4) “Part of the motivation of a person's satisfaction comes from knowing that she has an important role in the organization and that other people have it”. According to Silva et al (2006, p.7)

“We need this new century to face new challenges with a more human practice, making the working environment for free and take advantage of all the capabilities of individuals and groups, aimed at service quality in service and in the life of the worker”.

It is true that the worker who has better working conditions in relation to the environment and assistance to perform it's function better quality, for this fact, one can say that it is valid to the employer offers the employees forms to ensure quality of work life, providing satisfaction.

According to Rodrigues (1994, p.76), "the quality of life in work has been a men's worry since it's existence with others titles in other contexts, but always aimed to favor or bringing satisfaction and welfare to workers in the execution of it's task”.

FINAL CONSIDERATIONS

At the end of this research we can conclude that the application of labor gymnastics has brought benefits, including the reduction of pain and improvement in the provision of Faculdade Assis Gurgacz janitors.

In this structure it's possible to say that the practice of labor gymnastics is clearly an option to approve better quality of life of workers, fact that reflects in labor productivity and in life of each.

However, it is necessary further studies with a larger number of participants, durations of application to see if there are other benefits resulting from the practice of labor gymnastics.

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INFLUENCE OF LABOR GYMNASTICS IN ORDER TO APROVE JOB SATISFACTION OF JANITOR'S FROM A INSTITUTION OF HIGHER EDUCATION

SUMMARY

Introduction: The Brazilian market has suffered a search for greater levels of competitiveness. Thereby the level of employee satisfaction has been deemed necessary as a mean of evaluating the effectiveness in the competitive context. Considering the importance of health promotion from workers, now see the Brazilian companies adhering to the implementation of workplace exercise programs aimed at improving the quality of life and promotion the health of their workers. Objective: This study aimed to identify whether the practice of labor gymnastics interfere with the appreciation the work janitor, through the evaluation of possible muscle pain present. And identify whether the practice of labor gymnastics is beneficial during the workday. Methodology: The study was initially composed of 20 females who worked as a janitor at the Faculdade Assis Gurgacz, only 07 of these remained. Before starting with the intervention of labor gymnastics, a questionnaire was prepared by the author based on questionnaires of Lima (2008), containing questions about the participants' satisfaction regarding their work, the presence of muscle pain and how they rate their quality of life. The labor gymnastics adopted in this study was the compensatory type, containing stretching exercise and relaxation. The program was implemented over 01 months, twice a week and lasting 15 minutes. In the end, was applied a new questionnaire based according to Mendes & Leite (2008) to see if there were benefits and significant decrease in muscle pain. Results: It was observed that 100% of participants were satisfied with their work, but when asked about possible muscle pain 84% reported that they felt muscle pain. Conclusion: With the intervention of labor gymnastics, we determined that there was a decrease of muscle pain, increased provision in the workplace and improved quality of life.

KEYWORDS: Labor gymnastics, janitors, job satisfaction.

GYMNASTIQUE LABORA: SON INFLUENCE AU TRAVAIL ET SATISFACTION DES GARDIEN D'UN ÉTABLISSEMENT D'ENSEIGNEMENT SUPÉRIEUR

RÉSUMÉ

Introduction : Le marché du travail brésilien a souffert d'une recherche de plus grands niveaux de compétitivité. Ainsi le niveau de satisfaction des employés a été jugé nécessaire comme moyen d'évaluer l'efficacité dans le contexte concurrentiel. Considérant l'importance de la promotion de la santé des travailleurs, maintenant voir les entreprises brésiliennes adhérant à la mise en œuvre des programmes d'exercice en milieu de travail visant à améliorer la qualité de vie et la promotion de la santé de leurs travailleurs. Objectif: Cette étude visait à déterminer si la pratique de la gymnastique interférer avec satisfaction le travail des gardiens, par l'évaluation des possibles douleurs musculaires présents. Et déterminer si la pratique de la gymnastique est bénéfique pendant la journée. Méthodologie: L'étude était initialement composée de 20 femmes qui ont travaillé comme concierge à la Faculté Gurgacz Assise, seulement 07 de ces resté. Avant de commencer avec l'intervention de la gymnastique, un questionnaire a été préparé par l'auteur basés sur des questionnaires de Lima (2008), contenant des questions sur la satisfaction des participants quant à leur travail, la présence de douleurs musculaires et comment ils évaluent leur qualité de la vie. La gymnastique a été adoptée dans cette allocation d'études, contenant étirements et relaxation. Le programme a été mis en œuvre sur 01 mois, deux fois par semaine et une durée de 15 minutes. En fin de compte, nous avons appliqué un nouveau questionnaire adapté en fonction de Mendes & Leite (2008) pour voir s'il y avait des avantages et une diminution significative de l'inconfort musculaire. Résultats: Nous avons observé que 100% des participants étaient satisfaits de leur travail, mais lorsqu'on

les interroge sur les douleurs musculaires possibles 84% ont déclaré qu'ils se sentaient des douleurs musculaires. Conclusion: Avec l'application de la gymnastique, nous avons déterminé qu'il y avait une diminution de la douleur musculaire, augmentation de disposition dans les lieux de travail et une meilleure qualité de vie.

MOTS-CLÉS: Gymanastique du travail, gardiens, la satisfaction au traveil.

GIMNASIA LABORAL: SU INFLUENCIA Y SATISFACCIÓN EN EL TRABAJO DE LOS PORTEROS DE UNA INSTITUCIÓN DE EDUCACIÓN SUPERIOR

RESUMEN

Introducción: El mercado de trabajo brasileño ha sufrido una búsqueda de mayores niveles de competitividad. Por lo tanto el nivel de satisfacción de los empleados se ha considerado necesario como un medio para evaluar la eficacia en el contexto competitivo. Considerando la importancia de los trabajadores de promoción de la salud, ahora vemos las empresas brasileñas la adhesión a la implementación de programas de ejercicio lugar de trabajo encaminado a mejorar la calidad de vida y la promoción de la salud de sus trabajadores. Objetivo: Este estudio tuvo como objetivo identificar si la práctica de la gimnasia interferir con el reconocimiento de la labor de los cuidadores, a través de la evaluación de los dolores musculares posible presente. E identificar si la práctica de la gimnasia es beneficiosa durante la jornada laboral. Metodología: El estudio se compuso inicialmente de 20 mujeres que trabajaba como conserje en la Facultad de Asís Gurgacz, sólo 07 de ellos permanecieron. Antes de comenzar con la intervención de la gimnasia, un cuestionario fue preparado por el autor en base a cuestionarios de Lima (2008), que contiene preguntas sobre la satisfacción de los participantes respecto a su trabajo, la presencia de dolor muscular y cómo evaluar su calidad de la vida. La gimnasia fue adoptada en el subsidio para estudio, con el estiramiento y la relajación. El programa fue implementado en 01 meses, dos veces por semana y dura 15 minutos. Al final, se aplicó un nuevo cuestionario adaptado de acuerdo con Mendes y Leche (2008) para ver si hay beneficios y reducción significativa de las molestias musculares. Resultados: Se observó que el 100% de los participantes se mostraron satisfechos con su trabajo, pero cuando se le preguntó sobre el dolor muscular posible 84% informaron que se sentían dolor muscular. Conclusión: Con la aplicación de la gimnasia, se determinó que hubo una disminución del dolor muscular, aumento de la prestación en el lugar de trabajo y una mejor calidad de vida.

GINÁSTICA LABORAL: SUA INFLUÊNCIA E SATISFAÇÃO NO TRABALHO DE ZELADORAS DE UMA INSTITUIÇÃO DE ENSINO SUPERIOR

RESUMO

Introdução: O mercado de trabalho brasileiro sofreu uma busca maior de patamares de competitividade. Através disso, o nível de satisfação dos trabalhadores tem se mostrado necessário, como forma de avaliação da eficácia no contexto competitivo. Considerando a importância da promoção de saúde dos trabalhadores, atualmente as empresas brasileiras vêem aderindo a implantação de programas de ginástica laboral que visam à melhora na qualidade de vida e promoção de saúde de seus trabalhadores. Objetivo: O presente estudo teve como objetivo principal identificar se a prática da ginástica laboral interfere na satisfação do trabalho de zeladoras, através da avaliação de possíveis dores musculares presentes. E identificar se a prática da ginástica laboral traz benefícios durante a jornada de trabalho. Metodologia: O estudo foi inicialmente composto por 20 indivíduos do sexo feminino que trabalhavam como zeladoras na Faculdade Assis Gurgacz, destas permaneceram somente 07. Antes de iniciar a intervenção de ginástica laboral, foi aplicado um questionário elaborado pela autora com base em questionários de Lima (2008), contendo questões sobre a satisfação no trabalho, presença de dores musculares e como avalia sua qualidade de vida. A ginástica laboral adotada neste estudo foi a compensatória, contendo exercícios de alongamento e relaxamento. O programa foi aplicado durante 01 mês, duas vezes por semana e com duração de 15 minutos. No final, foi aplicado um novo questionário adaptado de acordo com Mendes & Leite (2008) para verificar se houve benefícios e se ocorreu diminuição das dores. Resultados: Observou-se que 100% das participantes estavam satisfeitas com o seu trabalho, porém ao serem questionadas sobre possíveis dores musculares 84% relataram sentir dor. Conclusão: Com a aplicação da ginástica laboral foi possível constatar que houve diminuição das dores musculares, aumento da disposição no trabalho e melhora na qualidade de vida.

PALAVRAS-CHAVE: Ginástica Laboral. Zeladoras. Satisfação no trabalho.