131 - DIRECTIONS AND RUMORS OF THE QUALITY OF LIFE IN ORGANIZATIONS

FRANCILENE FIGUEIREDO DA SILVA PASCOAL
Secretaria do Estado de Saúde da Paraíba, João Pessoa, Paraíba, Brasil, francypascoal@hotmail.com

PAMELA ALVES DA NÓBREGA
Faculdade de Enfermagem Nova Esperança – FACENE, João Pessoa, Paraíba, Brasil, pamelaanobrega@hotmail.com

JUÇARA FARIAS DE ARAÚJO PASCOAL
Secretaria Municipal de Salude de João Pessoa, João Pessoa, Paraíba, Brasil, fabirlanio@hotmail.com

MARIA DE OLIVEIRA FERREIRA FILHA
Universidade Federal de la Paraíba, João Pessoa, Paraíba, Brasil, Correo electrónico

MARLOS SUENNEY NORONHA DE MENDONÇA
Universidade Federal de Sergipe, Aracaju, Sergipe, Brasil, Marlos.Noronha@gmail.com

INTRODUCTION

With the technological revolution, which occurred in recent years, the world economy undergoes changes and adaptations that have passed directly and indirectly in produce. Such changes, based on the logic of competitiveness, productivity and flexibility, affect living and working conditions of workers entered into this context.

Pioneers in research on workers ' health, researchers Ana Laurell and Mariano Noriega conceive "the worker process as the concrete space exploration (...) and health of workers, as an expression of this exploitation, also "(LAURELL, NORIEGA, d., 1989, p. 23).

Regarding the working environment of health professionals, is the fact that there is a series of occupational risks (physical, psychosocial, biological, chemical and ergonomic) which are the primary caracterizadores of dangerousness and unsanitary and, which if not controlled can trigger in diseases and accidents at work (BULHÕES, 1994).

Among the wrongs that are fleeing to the concept of typical accident at work, namely, mutilation and death, are chronic-degenerative diseases and disturbances to hearing triggered by the noise present in industrial environments. In the early 1990, hearing changes triggered by worker process grew with intensity exceeding the numbers accounted for other diseases and labour becoming next to repetitive strain Injury/work-related Musculoskeletal Disorder-READ/DORT pathology more recorded in INSS – Instituto Nacional do Seguro Social (RIBEIRO, 1997).

In this sense, great has been the collaboration of scholars concerned with contributing to a better quality of life of workers through surveys of the factors that determine your level of satisfaction or dissatisfaction at work.

Thus, it is proposed in this article to review the main definitions that have been used in studies that focus on the theme of quality of life and work.

METHODOLOGICAL PATH

This is a bibliographic search epitomised in the literature relevant to the featured theme. This was accomplished in the period August 2007 to February 2007, using as search strategies the following databases: MedLINE, LILACS, PsychoINFO. To guide the construction of the proposed study, the researchers have followed the guidance of Gil (2007) from the delineation of the methodological steps, presented below.

To guide the construction of the proposed study, the researcher followed the guidelines of Gil (2007) from the delineation of the methodological steps, presented through bibliographic material selection, and construction of preliminary and final redaction of the text research report.

It should be noted that the researcher has followed the recommendations advocated by the Brazilian Association of technical standards (ABNT), for the preparation of scientific papers.

QUALITY OF LIFE: A FORAY INTO HISTORICAL AND SEMANTIC

For Nordenfelt (1994), the conceptualization of quality of life as something recent, as many believe, is challenged by human history. In his work, which deals with the philosophical doctrines reports morality as the pursuit of happiness, that is, taken as a supreme good and leading to eudaimonismós, the "happiness"

In studies addressing the quality of life, Minayo, Hartz and Buss (2000) reported that in the 18th and 19th centuries, the theme was emphasized in systematic research that addressed the living conditions of workers workers in England, reported by Engels, or in reporting Villermé differential mortality in France, and gave grants to public policies and social movements.

In the following century, Wood-Dauphinee (1999) States that the English economist Arthur Cecil Pigou, in 1920, made reference to the term quality of life for the first time in his book on dealing with about economy and well-being.

However, Fleck et al. (2008) reports that the spread of the concept began to be made after the 2nd World War, where the u.s. President Lyndon Johnson, said: "[...] the goals cannot be measured by the balance sheets of banks. They can only be measured by the quality of life that provide people. "

At this time, Gill and Feinstein (1994) have expressed the same understanding that the conceptualization of quality of life was seen as conquest and possession of material goods. Subsequently, this terminology was expanded to something more comprehensive, as economic development and their indicators.

This new understanding of measurement of the quality of life causes the individual to be seen holistically, valuing the feelings, senses and thoughts about people's lives and provide basic data for understanding the well-being of individuals.

In recent years, science has been spreading the concept of quality of life, in studies produced in the area of health. However, Gladys et al. (1999) argue that despite the consensus on assessing the quality of life of groups of the population, its concept is still something very discussed due to their complexity and adequacy of concepts that treats it as an emerging variable.

For Hunts (1997), the lack of agreement on an appropriate definition in a field of recent research is understandable, even indicating problems often without solution

For Minayo, Hartz and Buss (2000), the difficulty in the conceptualization of quality of life lies in the fact of this cover broad meanings that impact on knowledge, experience and individual and collective values, times and spaces distinct stories

characterized by social construction with the mark of cultural relativity.

Despite this great impasse to find a broad definition on the quality of life, pointed to the concept of Lipp (1994, p. 13):

"Quality of life means much more than just live (...) By quality of life we understand the living that is good and rewarding in at least four areas: social, affective, work and health ".(LIPP, 1994, p. 13).

This concept is complemented by Minayo, Hartz and Buss (2000) when it comes to the quality of life as "a notion totally human, which has been approximated to the degree of satisfaction found in family life, loving, social, and environmental and next existential aesthetics".

In turn, Patrick (1999) contributes to the definition stating that the quality of life is the product and process, respecting the factors that qualify and give meaning to individuals.

The quality of life was also cited by Anderson (1999) and by Farquhar (1995), as a multidimensional concept that includes multiple domains, or motivations, social indicators and exemplifies them with the functional position, diseases and treatment-related symptoms, social functioning, mental health, existential or spiritual development, cultural values, environmental security, love, freedom, happiness, satisfaction, among others.

At work, the quality of life also has been treated with a wide range and confusing of settings that give rise to a series of methods that now approach the quality of process and product.

According to Schmidt and Dantas (2006 apud Rodrigues, 2002) the quality of life at work-QVT is a terminology originating in the studies on Tavistok Institute of London by Eric Trist and collaborators who, in 1950, sought to assess the individual-work-organisation aiming at making the life of workers less painful.

To corroborate with the thematic, Ciborra and Lanzara (1985) argue that there are many concepts of the term quality of life at work, which often associate the intrinsic characteristics of the technologies introduced in the work environment, other economic elements, as associate salary, incentives, allowances, or factors related to the conditions biopsíquicas and safety of workers.

In this context, Vasconcellos (1998, p. 57), defines "quality of life at work-QVT is the job satisfaction (or absence of suffering with work) provided by stockpiling facts found in the work environment".

In this line of interpretation, Limongi-France (2007, p. 24) believes that these definitions "ranging from medical care established by the health and safety legislation by employers and employee volunteer activities in the areas of leisure, motivation, among numerous other".

To the author,

"Most of these paths leads to discussion of the conditions of life and well-being of persons, groups, communities and even of the entire planet and its insertion in the universe. In fact, the basis for the discussion of the concept of quality of life wellness choices closes and perception of what can be done to meet the expectations created by both managers and users of quality of life in enterprises "(LIMONGI-FRANCE, 2007, p. 24).

Thus, the discussion on the theme of quality of life at work can be addressed in socio-economic School of thought, in organizational and human condition at work.

The first, the socio-economic School of thought, highlights the trial of labor relations and its paradoxes. The second, the school organizational quality refers to the workplace, and comes "to acknowledge that part of employment relationships, practices and values will start on the factory floor, control of production processes, of the times and movements, evolving into total quality and criteria of excellence" (LIMONGI-FRANCE, 2007, p. 26).

The above author concludes that the school human condition at work gives the individual the concept of ente psicosocial and that such factors are paramount to explain health and disease in populations.

In health, the theme of quality of life was first described in study by consolidating discussions on that issue was of cost worksheets about therapeutic interventions. Second Musschenga (1997), these discussions have surfaced in 1966, when it was the need for Elkinton resource allocation, that cooperate for the health and quality of life of the population.

For Kimuta and Ferreira (2004), despite the effort in the quest to increase the survival of the individual, the use of these resources are not always satisfactory, but there are means to achieve a harmonic relationship between the limitations and disabilities arising from the disease. In search of harmony, the patient becomes valued in its biopsicosociais aspects and the quality of life.

The authors also cite the importance of the World Health Organisation-who, which cannot be disowned in the encouragement of scientific productions that focus on the quality of life of the population groups and, introduce the concept of health to report that the same "is a State of physical well-being, mental and social and not just the absence of disease or infirmity".

For Fleck (2008) is evident in the definition that the aspects of subjectivity, of multidimensionality and the presence of positive and negative aspects are implicit in this aforementioned concept. Subjectivity is from the perspective of the individual. The multidimensionality is focused by the various dimensions that make up the quality of life. Finally, the presence and absence of elements in the positive and negative aspects.

Regardless of the concepts discussed above, the references on quality of life have the fundamental purpose of analyzing the individual holistically. That is, some emphasize aspects of health, the environment and living conditions.

NARRATIVE AND HISTORICITY OF WORK: FROM ANTIQUITY TO THE GLOBALISED WORLD

The history of mankind has treated the work as a strenuous exercise and derogatory. Such a conception is justified by Christian and Jewish cultures as divine punishment. Already for the adherents of Protestantism, the work is not a punishment, but an offering to God. However, it is known that the term originates from the Latin Tripalium, to denominate instrument done to punish slaves idle.

Second Tauchen (2006), at the beginning of civilization humans lived of extraction plant and animal, when these resources were scarce, followed survival for another region. This condition the characterized as nomadic, and this work was regarded as subsistence farmers. Still in pre-history, these nomadic people realized that the seeds that were taken from nature to satiate the hunger could be sown with the intent to give new plants like those that stemmed from. Then the man is polishing the stone, to manufacture ceramic objects to use them as domestic utensils, and weave animal and vegetable fibres. With this comes the crafts, characterized by manual labour (manufacturing) held by the family.

Second Tauchen (2006 apud HUBERMAN, 1984), such knowledge has given man the:

development of knowledge and new technologies emerged, culminating in the Industrial Era, in which arose the steam – patented by James Watt in 1769, the machine of spinning (Spinning-Jenny) – patented by Hargreaves in 1770, the filatório of Crompton – introduced in 1779, and the mechanical loom Cartwright in 1785.

At the moment, working conceptions are modified and the man has to adapt to technological resources disregarding their mental and physical individuals, labour problems. This moment is known for the History of civilizations as the Industrial

Revolution.

Marx (1980) stresses that workers lost control of production, became employed persons exchanging your workforce by wages, and thus lost the monopoly of raw material, end product and profit. However, these employees had to learn to handle these new technologies of production.

Thus, Tauchen (2006), emphasizes masterfully insecurity of working conditions arising from the intensification of the production process without a State regulation comitans.

To complement the precariousness of working conditions, Lyra (2006, p. 54) addresses that "human agglomeration in inappropriate spaces often promoted the spread of infectious diseases that are associated with the dangerousness of the machines were responsible for adoecimentos, mutilations and death". From this understanding, the author presents the empowerment of workers, until then consolidated in wrestling by wage improvements and reduced the journey from work, to fight for the direct protection of health.

In the meantime of capital-work, the English Parliament creates the "law of health and Morals of apprentices" who, according to Nogueira (1979) determined limits on workday, night work and funding extinguished further required the presence of points of breakdowns in your work environment and hygiene. Subsequently, the social movements meant that the political class, in 1802, establish the minimum age for work, the reduction of labor day and adoption of environmental measures.

Braga (1999) describe that decades after the creation of English law, the German Chancellor Otto von Bismarck – Chancellor – iron implements in Germany the law of work accidents and sickness, accident or disability among others. With these measures the Germany became workplaces the safest in the world.

"The landmark and the representativeness of this law in both symbolic and material are indisputable, as is the verification that the capitalist machine continued to produce deaths and injuries. Factories, coal mines across the European continent, the long days of work of the 4:0 pm 12/day and the impoverishment of working class still ensured the profound effects on modes of living, get sick and die "(LYRA, 2006, p. 57).

To the author, the reference in the struggles and achievements for better conditions for healthy and of State intervention is second Dejours (1992), in the shortage of labour by a result of the First great war. Before this, Taylor enhanced its production model colliding with workers ' health through control of the times and movements, Motricity and mental health of workers.

For Lyra (2006), the answer to this exploration came through the politicisation of the working class and the consequential achievements, which allowed the mobilization of forces that aimed to prevent accidents and occupational diseases.

With the pressure of the working class and of the capital, the State which regulated the reduction of the workday and incorporated public health policies aiming at the prevention, treatment and rehabilitation, creates the occupational medicine whose proposal is to add efforts on other specialties in care with safety and health of the worker.

FINAL CONSIDERATIONS

There's no denying that the measurement of the quality of life has great relevance to recent trends experienced in the working environment, which enables you to (re) know who is a worker, as he lives, how it works, among others, to implement public policies that guarantee rights arising from the working class struggle for the maintenance of employment, without relegating to a background of health and safety issues at work.

It is known that the accidents at work, as reading/DORT, mutilation, hearing damage, silicosis, occupational dermatoses, psychic diseases, deaths are, anyway, all the wrongs to the health of women and men workers increase at the same rate that the work is precariza, and is deregulated (LYRA, 2006).

Certainly, all this insecurity resulting from abuses of democratic structure that makes the State executioner from their own people and few lackey is an unspeakable squalor. Thus, in the face of the damaging consequences of capitalism for the working class, there is the challenge of seeking new emancipatory tactics involving the health of the worker.

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FRANCILENE FIGUEIREDO DA SILVA PASCOAL
Profª Mª dos Anjos,
78, Ernesto Geisel
João Pessoa
Paraíba, Brasil
(83) 8787-8965
francypascoal@hotmail.com

DIRECTIONS AND RUMORS OF THE QUALITY OF LIFE IN ORGANIZATIONS

SUMMARY

The quality of life is a subjective concept that refers to an individual's perception about his position in life, in the context of culture and value systems in which he lives, and in relation to your goals, expectations, standards and concerns (WHOQOL Group, 1995). The goal of this survey is to review the key concepts that are derived from studies that focus on the theme of quality of life at work, through a narrative from antiquity until the present day. This is a bibliographic search, which brought together 17 thematic studies made available in computerized databases MEDLINE, CINAHL, LILACS, Scielo and manual query in journals and books in the area. This was accomplished in the period August 2007 to February 2008. As a result, we observed that the studies portray the definition of the quality of life as something complex. However, there is no denying that the measurement of the quality of life has great relevance to recent trends experienced in the working environment, which enables you to (re) know who is a worker, as he lives, how it works, among others, to implement public policies that guarantee rights arising from the working class struggle for the maintenance of employment.

KEYWORDS: quality of life, labor, worker health.

ORIENTATIONS ET LES RUMEURS DES QUALITÉ DE VIE DANS LES ORGANISATIONS

RÉSUMÉ

La qualité de vie est une notion subjective qui fait référence à la perception de l'individu sur sa position dans la vie, dans le contexte des systèmes de culture et de la valeur dans laquelle il vit et à vos objectifs, les attentes, les normes et les préoccupations (groupe WHOQOL, 1995). L'objectif de cette étude est d'examiner les concepts clés qui sont tirés d'études qui mettent l'accent sur le thème de la qualité de vie au travail, à travers un récit de l'Antiquité jusqu'à nos jours. Il s'agit d'une recherche bibliographique, qui a rassemblé 17 études thématiques disponibles dans les bases de données informatisées MEDLINE, CINAHL, LILAS, Scielo et requête manuelle dans des revues et des livres dans la région. Cela a été accompli dans la période août 2007 à février 2008. En conséquence, nous avons observé que les études de dépeignent la définition de la qualité de vie comme quelque chose de complexe. Toutefois, il est indéniable que la mesure de la qualité de vie a grande pertinence aux tendances récentes ont connu dans le milieu de travail, qui vous permet de (re) savoir qui est un travailleur, qu'il vit, comment il fonctionne, entre autres, de mettre en œuvre des politiques publiques qui garantissent les droits découlant de la lutte de classe ouvrière pour le maintien de l'emploi.

MOTS CLÉS : la qualité de vie, de travail, de santé des travailleurs

DIRECCIONES Y RUMORES DE LAS CALIDAD DE VIDA EN LAS ORGANIZACIONES

RESUMEN

La calidad de vida es un concepto subjetivo que se refiere a la percepción de un individuo sobre su posición en la vida, en el contexto de los sistemas de cultura y valor en el que vive y en relación con sus objetivos, expectativas, estándares y preocupaciones (WHOQOL Group, 1995). El objetivo de esta estudio es repasar los conceptos claves que son derivados de los estudios que se centran en el tema de la calidad de vida en el trabajo, a través de una narrativa desde la antigüedad hasta la actualidad. Se trata de una búsqueda bibliográfica, que reunió a 17 estudios temáticos disponibles en bases de datos electrónicas MEDLINE, CINAHL, LILACS, Scielo y consulta manual en revistas y libros en el área. Esto se logró en el período de agosto de 2007 a febrero de 2008. Como resultado, hemos observado que los estudios de retratan la definición de la calidad de vida como algo complejo. Sin embargo, es innegable que la medición de la calidad de vida tiene gran relevancia a las tendencias recientes en el entorno de trabajo, lo que permite (re) sabe que es un trabajador como vive, cómo funciona, entre otros, a implementar políticas públicas que garanticen los derechos derivados de la lucha de la clase trabajadora para el mantenimiento del empleo.

PALABRAS CLAVE: calidad de vida, trabajo, salud del trabajador

RUMOS E RUMORES DA QUALIDADE DE VIDA NAS ORGANIZAÇÕES

RESUMO

A Qualidade de vida é um conceito subjetivo que refere a percepção do indivíduo sobre a sua posição na vida, no contexto da cultura e dos sistemas de valores no quais ele vive, e em relação aos seus objetivos, expectativas, padrões e preocupações (WHOQOL Group, 1995). O objetivo desta pesquisa é rever os principais conceitos que derivam de estudos que enfocam o tema Qualidade de vida no trabalho, através de uma narrativa desde a antiguidade até a os dias atuais. Trata-se de uma pesquisa bibliográfica, que reuniu 17 estudos na temática disponibilizados nos bancos de dados informatizados MEDLINE, LILACS, CINAHL, Scielo e consulta manual em periódicos e livros da área. Esta foi realizada no período de agosto de 2007 a fevereiro de 2008. Como resultado, observamos que os estudos retratam a definição da qualidade de vida como algo complexo. Porém, não há como negar que a mensuração da qualidade de vida possui grande relevância perante as recentes tendências vivenciadas no ambiente laboral, o que possibilita (re) conhecer quem é o trabalhador, como vive, como trabalha entre outros, para implementar políticas públicas que garanta direitos provenientes da luta da classe trabalhadora para a manutenção do emprego.

PALAVRAS-CHAVE: Qualidade de Vida, Trabalho, Saúde do Trabalhador.