102 - THE EFFECT OF THE LABOR GYMNASTICS IN THE DAILY ONE OF SERVERS OF THE BRAZILIAN INSTITUTE OF TOURISM EMBRATUR

MARCOS VALÉRIO SOARES NASCIMENTO; RAFAEL MODÉ LUNA
Universidade de Brasília - Brasília - DF - BRASIL
mr_labor@yahoo.com.br

Introduction

Currently, in the organizational scope very if has spoken on quality of life in the work, however the biggest concern that if must have is with the quality of life, therefore some external factors are involved in the life of the people in the work. Thus, programs of quality of life are important for the personal and professional development of a team, as well as developing the efficiency and the effectiveness of an organization.

Lipp (1996, p.13) appraises Quality of Vida (QV)

as Quality of life means much more of what only living (...) For quality of life we understand the life that is good and compensating in at least four areas: social, affective, professional and the one that if relates to the health (...) the life well relates to have a life balanced in all the areas well.

In what it says respect to the relation of the Quality of Life with the work, Kahn (1984) when citing the studies gotten for Campbell, Converse and Rodgers related the aspects that more intervene with the quality of life of an individual. In first place, them they distinguish the activities it are of the work; in second, the familiar life; in third, the standard of living (that it depends on the work) and the work, properly said, appear in room place. They had noticed despite half of the searched ones agrees that the majority of the things that occurs in its lives encloses, directly or indirectly, its jobs. The Quality of Life in Work (QVT) appeared in 1950, from the scientific inquiry of Eric Trist and collaborators, of the Tavistock Institute (Rodrigues, 1994) with the purpose to assign the experiences based on the relation of the individual - work - organization with support in the reorganization of the work, with the objective to become the life of the workers less difficult (Fernandes, 1986). From years 80, in Brazil, they had started to be carried through some studies, still very influenced for the foreign models. Amongst the polar regions of magnifying of these research in the country, they are distinguished it Embrapa, in Brasilia, and the Federal Universities of the Rio Grande do Sul and Minas Gerais. In the University of Brasilia, the QVT was stimulated and after developed the implantation of the initiated project of Labor Gymnastics in the University RU/Restaurant in April of 1996, coordinated for the professor of Physical Education, Marcos Valério Soares Nascimento.

Walton (1973, p.11) detaches that the expression

Quality of Life has been used with increasing frequency to describe certain ambient and human values, neglected for the industrial societies for the technological advance, of the productivity and the economic growth.

But it was in 1928, in the Japan that the development of the Labor Gymnastics if gave with bigger emphasis and continues until the present. In agreement Canete (1996 cited for POLITO et al., 2002), after World War II, the practical one was spread by all the country and, currently, one tierce of the workers if they exercise daily, having as consequence, in 1960, the reduction of the industrial accidents, the increase of the productivity and the improvement of the welfare of the workers. The labor gymnastics can be carried through before (preparatory), during or after (compensatory) the hours of working. It can be carried through in the environment of the work in sessions of 5, 10 or 15 minutes, having as objective the prevention to the Osteomusculares Riots Related to Work (DORT) and the reduction of it stress through exercises of stretching and relaxation (MARTINS, 2001).

In the vision of Days (1994), the labor gymnastics equally aims at to diminish the number of industrial accidents, to prevent the muscular fatigue, to act on the postures vices, to increase the disposal of the employee when initiating and to return to the work and to promote greater integration in the work environment. In accordance with Polito (2002) the costs right-handers with the implantation of the program of Labor Gymnastics are related directly with the number of involved professionals with the elaboration, coordination, implantation and in special attention to the maintenance of the same ones. Of public or private nature, the organizations must in principle, to contract professionals specialized in the area of Physical Education, and this must co-ordinate its team with professionals of the physiotherapy area, psychologist and physical education (NASCIMENTO and LUNA, 2008).

The Project

The Embratur - Brazilian Institute of Tourism, responsible for the execution of the National Politics of Tourism in Brazil in what it says Brazilian respect to the promotion, marketing and support to the commercialization of the destinations, services and tourist products in the international market. The work was developed through the Project of Quality of Life for the Servers of the Embratur that comes looking for to accomplish the improvement of the quality of life of its employees.

Objective

The present study had as objective to verify the effect of 10 months of a program of labor gymnastics, executed for Professors and trainees of Physical Education, and Physiotherapists, destined to the employees of the Embratur - Brasilia.

Methodology

The sample was composed initially for 153 servers of the Embratur, but 139 had only concluded all the inquiry protocol. 14 servers had been excluded from the study for not having all participated of the process.

Instrumentation

The period of inquiry was of 10 months and the proposal was to compare two moments, beginning and end of this period. For the collection of data, 1 (one) questionnaire was applied that identified: developed task; changes in the life style; points and intensity of pain, and Evaluation of the Labor Gymnastics. Made up of closed and opened questions, with the objective to identify the profile of the studied sample.

The physical exercises had been carried through always in the work sector, providing bigger participation and control of the proposal, facilitating the construction of an surrounding insurance and cosy. In general way, the elaborated exercises had involved: cervical region, superior members, inferior trunk and members. The GL sessions had had the duration of 15 the 20 minutes, carried through on Monday, on Wednesday and on Friday. The massage sessions had had duration of 30minutos on

average, executed in Tuesday and Thursday.

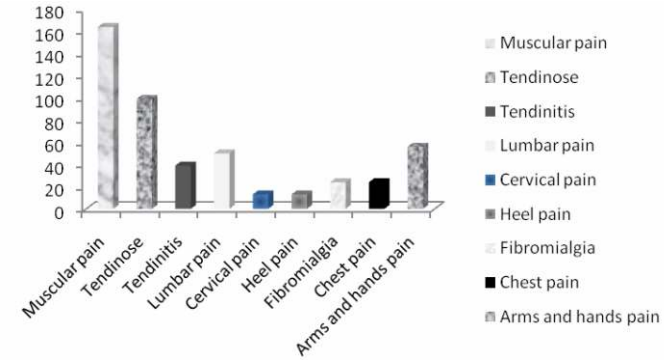
In the period of the afternoon, the exercises were guided by a Physiotherapist, assisted for two (2) trainees of Physical Education. Different of the GL, the physiotherapy had its specific physical space for its reality. This space allowed the accomplishment of massage techniques, active and passive stretching, and muscular relaxation among others. The complaints had been registered in a control book, with purpose to know the reasons of the visits.

Materials used in the QVT proposal

One (1) to escalader, two (2) stretchers, two (2) chairs of massage, one (1) electric massaging carpet and stimulated by waves, two (2) you have, two (2) long cushions so great 180cm x 50cm, one (1) coil for dorsal along and cervical etc. This space allowed to the accomplishment of massage techniques, the stretching active and liabilities, muscular relaxation among others.

Resulted

The investigated sample it considered excellent the proposal of the project Pró-Vida in 80% of the total of the involved servers in the study. The seated work, typing or reading, was identified as the main tasks carried through for the investigated servers. It is verified in graph 1 of exemplified form, the found pathologies more in the investigated sample. The investigated period carried through in 10 (ten) months, 995 serving people, on average 99,5 for month. However, in the chronic cases of inflammation of the tendon, as tendinoses, the used treatment was the strengthening and after that, stretching. The tendinitis understands the inflammations acute of the tendons, condition that a serious discomfort in who promotes possess them, and its treatment initially must promote the reduction of the inflammatory process stops later using extend and muscular strengthening. The presented pains reduce the work production, and can be decurrently of the position front to the rank of work, or physical conditions that the involved ones are submitted. In result of the bad position, and they involve other factors, pains in the shoulders there, coasts, fingers and hands, also can be attributed to the long seated periods, typing, or reading interminable processes. How much the fibromyalgia, the exercises resisted and of stretching, have its load and controlled volume for the sensation of pain of the server.



Graph 1: Number of recurrent attendance for pathologies

The results of table 1 concomitantly show to the evolution of the incidences of pain by means of the o preventive treatment and dressing, carried through for the team of the Provided one. The QVT proposal promoted effect positive if to compare the beginning with the end of the inquiry. In this way, in prominence, it more than appears the lumbar region with reduction of the half of the cases, and in second, the region of the shoulders with significant reduction in if treating to health and well-being of the worker. Such results are basic for improvement of the health and well-being in the work. In general way, the result is positive, with exception of the fist, therefore in normal conditions of work, it is evident that this region is most requested, therefore, the high levels of stress in this region, it is the responsible one for the discomfort, and reason of cares with the health of the server.

Table 1: Points of pain of the servers

Points of pain	Before	After	Reduction %
Arms	15%	6,1%	8,9%
Cervical	21%	14,1%	6,9%
Back - chest region	**28,9%**	**11,5%**	**17,4%**
Knees	20%	5,3%	14,7%
Lumbar	**45,7%**	**22,1%**	**23,6**
Hands e Fingers	55,9%	39%	16,9
Shoulders	**53%**	**25,6%**	**25,6**
Foot	**20%**	**2,6%**	**17,4**
Legs	2,4%	1,2%	1,2%
Wrist	15%	15,1%	-0,1
Ankle	4,8%	0%	4,8%
Not Informed	16,8%	8,9%	7,9%

Interview

Question: How appeared the Project of Labor Gymnastics in the Embratur?

Carlos: Initially, it after started some claims on pains in the body, excess of work, reduced number of employees. Thus, we saw the importance to rescue the health in general way of the servers of the EMBRATUR. From this moment, we look to the UnB/University of Brasilia with intention to know and to answer the complaints that if became recurrent. “The PROVIDED” project pilot was elaborated by the team of professors of Physical Education Marcos Valério S. Nascimento and Rafael M. Luna, moment of expectations in relation the Labor Gymnastics.

Question: Does exist some change in the daily routine of work of the servers?

Yes. Today, walking and visiting some sectors I perceive positive changes in the relationship between the collaborators and commands in the related questions the health in the scope of the work.

Question: The one that if attributes the success of the project?

To the professionals, and in second, to the servers of the EMBRATUR that had accepted the proposal of improvement of the health and the quality of life in the work environment. The quality of life is a process that demands knowledge and planning of able professionals. With the technological advance the people pass seated hours executing tasks that demand precision in front of a computer, and this deserves attention in relation the health and well-being of the server.

Serving depositions

Beginning of the inquiry:

"I Type sufficiently, and remain seated for much time, and have pains in the legs ""For the characteristics of my attributions, and my team of work, we remain seated about 80% of the work time."

"The room does not have ventilation, volume much coffee and little water. I do not have good position when I am in the computer."

End of the inquiry:

"I have felt very well obliged"

"Pains of the arm alone improve when I extended myself."

"Work the time all seated in front of a computer, and felt with the elongation and the massages well to me"

"Felt pain in the legs sufficiently and coasts, today the GL has assisted in this question."

The Table 2 shows reduction in the group that makes use of the cigarette for less of the half. 47,9% had left to inform. How much to the alcoholic beverage, it has a considerable reduction of 15.5%, this is positive for the preservation and maintenance of the health of the server. On the nutritional aspect, we notice unfamiliarity of the importance of a balanced diet. However, she is necessary to acquire healthful habits of life as: to abolish the tobacco and alcoholic beverage, and to acquire a healthful feeding. The exaggerated of these factors cause serious cardiovascular risk, and this behavior still promotes the reduction of the active life expectancy of the server in full age of physical and intellectual production.

Table 2: Habit of life style

		Begin	Final	%
Tobaccoism	It makes use	37,53	6.4	31.13
	It does not make use	49,96	47.7	2.26
	It did not inform	12,51	47.9	-35.39
Alcoholic beverage	It makes use	55,0	39,5	15.5
	It does not make use	36.0	40.0	-4.0
	It did not inform	9.0	19.5	-10.5
Nutricional accompaniment	Yes	14.3	3.5	10.8
	No	66,9	57.5	9.4
	It did not inform	18.7	39	-20.3

Conclusion

The QVT proposal defended in this process is executed by a multi-professional team, and that it searches to each moment the overcoming in that if considers. In this context, it fits to stand out, that the work environment can be improved when social responsibility is had, and the respect to the server, can be understood as improvement of the work environment, differentiated vision of administration organization, to understand the relation enters the execution of tasks and the affinity of the worker with these tasks.

When one is about health in the work, the Embratur has looked inside of its attributions and limitations, to offer the servers, a healthful and welcome environment, where the same it can search answers that make it to feel better working with excess of responsibilities exactly. To prevent the riots osteomusculares in the work environment is function of project of QVT (labor gymnastics) in the organizations, mainly of profile the humanist.

Referências

FERNANDES, E. C. *Qualidade de vida no trabalho (QVT); a renovação das empresas para os anos noventa*. Tendências do trabalho. Rio de Janeiro, ago. 1988, p.10-12.

LIPP, M.; ROCHA, J. C. *Stress, hipertensão arterial e qualidade de vida*. Campinas: Papirus, 1996.

MARTINS, C. O.; DUARTE, M. F. S. Efeitos da ginástica laboral em servidores da Reitoria da UFSC. *Rev Bras Cien Mov*. 2000;8(4):07-13.

NASCIMENTO, MARCOS VALéRIO SOARES; RAFAEL MODÉ LUNA. Ginástica laboral: uma proposta de valorização da vida no trabalho. *Anais*. 23º Congresso Internacional de Educação Física. Foz do Iguaçu: FIEP, 2008.

POLITO, E; BERGAMASCHI, E, C. *Ginástica laboral* - teoria e prática. Rio de Janeiro: Sprint, 2002.

RODRIGUES, Marcus Vinicius Carvalho. *Qualidade de vida no trabalho*: evolução e análise no nível gerencial. 2 ed. Petrópolis: Vozes. 1994

WALTON, Richard E. Quality of work life: What is it? *Sloan Management Review*, Cambridge, v. 15, n. 1, p. 11-21, 1973.

UnB – Colina Bl. B Apto. 11 Campus Universitário Darci Ribeiro
70910-900 Brasília - DF
Tel.: 61-81184681
mr_labor@yahoo.com.br

Abstract

The present study it had as objective to verify the effect of 10 months of a program of labor gymnastics, executed for Professors and trainees of Physical Education, and Physiotherapists, destined to the employees of the Brazilian Institute of Tourism - Embratur - Brasilia. The sample was composed initially for 153 servers of the Embratur, but 139 had only concluded all the inquiry protocol. In general way, the elaborated exercises had involved: the cervical region, the superior members, the inferior trunk and members. The investigated sample considered excellent the proposal of the project provided in 80% of the total of the involved servers in the study. When one is about health in the work, the Embratur has looked inside of its attributions and limitations, to offer the servers, a healthful and acolhedor environment, where the same it can search answers that make it to feel better working with excess of responsibilities exactly. To prevent the riots osteomusculares in the work environment is function of project of QVT (labor gymnastics) in the organizations, mainly of profile the humanist.

Key-words: health life´s quality - work

Résumé

Présente étude il a eu comme objectif vérifier l'effet de 10 mois d'un programme de gymnastique ouvrière, exécuté par des Enseignants et stagiaires d'Éducation Physique, et Physiothérapeutes, destiné aux fonctionnaires de l'Institut Brésilien de

Tourisme - Embratur - Brasília. L'échantillon s'est composé initialement de 153 serveurs de l'Embratur, mais seulement 139 ont conclu tout le protocole de recherche. De manière générale, les exercices élaborés ont impliqué : la région cervicale, les membres supérieurs, le tronc et les membres inférieurs. L'échantillon enquêté a considéré excellent la proposition du projet Pourvu dans 80% du total des serveurs impliqués dans l'étude. Quand il s'agit de santé dans le travail, à Embratur a cherché à l'intérieur de leurs attributions et limitations, offrir aux serveurs, un environnement sain et accueillant, où le même puisse chercher des réponses qui le fassent sentir mieux même en travaillant avec excès de responsabilités. Empêcher les émeutes osteomusculares dans l'environnement de travail est fonction de projet de QVT (gymnastique ouvrière) dans les organisations, principalement l'de profil humaniste.

Palavras-chave: santé - qualité de vie - travail

Resumen

El actual estudio que tenía como objectivo para verificar el efecto de 10 meses de un programa de la gimnasia de trabajo, ejecutado para los profesores y los aprendices de la educación física, y de los fisioterapeutas, destinados a los empleados del Instituto Brasileño del Turismo - Embratur - Brasilia. La muestra fue compuesta inicialmente para 153 servidores del Embratur, pero 139 habían concluido solamente todo el protocolo de la investigación. En general la manera, los ejercicios elaborados había implicado: la región cervical, los miembros superiores, el tronco inferior y miembros. La muestra investigada consideraba excelente la oferta del proyecto proporcionado en el 80% del total de los servidores implicados en el estudio. Cuando uno está sobre salud en el trabajo, el Embratur ha mirado dentro de sus atribuciones y limitaciones, para ofrecer los servidores, un ambiente saludable y del acolhedor, donde igual él puede buscar las respuestas que lo hacen para sentir un funcionamiento mejor con el exceso de responsabilidades exactamente. Prevenir los osteomusculares de los alborotos en el ambiente del trabajo es función del proyecto de QVT (gimnasia de trabajo) en las organizaciones, principalmente del perfil el humanista.

Palabras-llave: salud cualidad de la vida - trabajo

Resumo

O presente estudo teve como objetivo verificar o efeito de 10 meses de um programa de ginástica laboral, executado por Professores e estagiários de Educação Física, e Fisioterapeutas, destinado aos funcionários do Instituto Brasileiro de Turismo - Embratur Brasília. A amostra foi composta inicialmente por 153 servidores da Embratur, mas somente 139 concluíram todo o protocolo de investigação. De modo geral, os exercícios elaborados envolveram: a região cervical, os membros superiores, o tronco e os membros inferiores. A amostra investigada considerou excelente a proposta do projeto Pró-Vida em 80% do total dos servidores envolvidos no estudo. Quando se trata de saúde no trabalho, a Embratur tem procurado dentro de suas atribuições e limitações, oferecer aos servidores, um ambiente saudável e acolhedor, onde o mesmo possa buscar respostas que o faça sentir melhor mesmo trabalhando com excesso de responsabilidades. Prevenir os distúrbios osteomusculares no ambiente de trabalho é função de projeto de QVT (ginástica laboral) nas organizações, principalmente as de perfil humanista.

Palavras-chave: saúde qualidade de vida - trabalho