180 - WORK QUALITY OF LIFE - THE ROLE OF STRETCHING AT WORK

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I. Introduction

In agreement with IEA - International Ergonomics Association -, the Ergonomics studies the interactions between the human beings and other elements or systems, and theory's application, principles, data and methods to projects in order to optimize the human well-being and the SWobal acting of the system. Your role is to adapt the machine or work to the man, and to do with that this labor becomes a pleased task ("ergon").

Stretching at work is a tool for the installation at work's well-being, and it can be understood by physical exercises of short duration, approximately seven to fifteen minutes in a voluntary and collective way, in the work day, without taking the worker to the fatigue, emphasizing the prolongation and the compensation of the muscular structures involved in the daily occupational tasks.

They are daily exercises or at least three times a week, which they seek to normalize capacities and corporal functions for the development of the work, reducing the possibility of compromising of the integrity of the body. Its understands each other that activity as the creation of a space where the people can for free and spontaneous will to exercise several activities and exercises that stimulate the self-knowledge and they take the amplification of the self-esteem. This consequently, will provide a better relationship I get, with the other ones and with the ambience (apud POLITO & BERGAMASCHI, 2003, p. 28).

Stretching at work is also an active rest, that it can take advantage of the regular pauses during the work day, to exercise the corresponding muscles and to relax the muscular groups that they are in contraction during the work, preventing like this the muscular fatigue.

Its becomes as an objective in that study to verify the contribution of stretching at work for the to get better and the workers' revenue, as well as the maintenance of the health and prevention of the occupational diseases (decrease of the accumulated tensions during the day).

II. Stretching at work essentials

Stretching at work (SW) it can be divided in three types:

1) Preparatory stretching: accomplished in the beginning of the work day, which prepares the worker to begin your needs works;

2) Compensatory exercises: which is accomplished in the during work, causing an active pause, compensating the efforts demanded by the operational function and impeding the installation of the posture addictions during your habitual activities;

3) Relax exercises: which is accomplished after the work day, in the attempt of recovering the worker of the suffered waste.

Inside of those divisions, it can take place a prolongation work with or without the use of materials as: stick, balls, elastic, strings, mattresses and to compensate the muscular structures involved like this in the daily occupational tasks, without taking the worker to the fatigue, as well as to accomplish the relaxation. Could verify like this the objective of SW.

MILITÃO (2001) tells that the principal benefits that SW brings for the companies are:

Productivity increase;
Decrease of occupational diseases incidence;
Decrease of medical expenses;
Social Marketing;
Decrease of absenteeism and turnover;
Decrease of mistakes and flaws, because the employees are smarter and motivated.

A company that adopts the program of stretching at work will be extremely beneficiary; it can be subdivided in three groups: physiologic, psychological and social benefits. In the general, they will have workers with larger disposition, motivated, a larger integration with the group, harmonization in the work ambience, liberation of movements blocked by emotional tensions, improvement of the motive coordination, increase of the flexibility, activation of the circulatory system, development of the corporal conscience, providing the good to be physical and mental, with smaller risks of they be attacked of occupational diseases or of stress, improving the condition of the general health condition.

Starting from the moment that the workers start to participate in the classes, they notice that this is perhaps the only moment of the day in that they can be them same, giving up the self control, free from the risks of accidents and mistakes. They can talk with the friends, leaving an automated posture. Analyzing the effectiveness of programs of stretching at work, your execution should be dear for the freedom of expression and the worker's own initiative, and not to be imposed as one more task to be accomplished in the work days.

Silva (1997), the institution of a Promotion of the Health Program with the practice of SW is figured, then, as something capable to assist to the two tips of the subject: on one side, when motivating the employees, it tends to increase the productivity and, therefore, the medium rate of profitability. For other, it reduces the costs with medical attendance.

Like this, it can be considered that stretching at work is a coadjutant preventive measure of an approach that considers the worker and who works, could contribute for he/she is reached the reduction of the indexes of occupational diseases; and promoting the worker's health and increase of the revenue of the company.

Basing on this, SW offers your contribution for the Quality of Life-QL - of the employees, creating a break space in the rhythm, in the rigidity and in the monotony of the work.

Together to that it is necessary to give attention to the professional type that to it guides, because a lot of companies have been trying resulted significantly frustrating, because in many cases, the advisors of the program were not prepared to lead and to administer your programs of exercises appropriately; or in sometimes, the content was not directly related to the activity at work.

Before this context, it leaves of the presupposition that the direct contact with the physical education teacher with the worker is of fundamental importance to motivate, to correct and to stimulate the exercises; and in other cases, in that

disturbances muscles are already installed, it does necessary the physiotherapist's presence. Those professionals' performance becomes an instrument of high educational value, promoting the worker's health.

III. Work Quality of Life - WQL

To speak of programs of Quality of Life the managerial way was something utopian in the last twenty years. Today, the degree of interest increased a lot, and the companies began to notice that the quality of your workers' life is directly related to the productivity.

The science and the technology grew quickly and, with those countless innovations, there was also an increase in the flow of information and of the productivity. Due to those factors, it happened in the last years a high number of Work Related Muscular Diseases - WRMD. Those lesions of occupational nature have been responsible for temporary removals and precocious retirements, harming the worker's health and, consequently the company where works.

The function exercised by the worker a lot of times it doesn't allow a free and appropriate movement, or it demands a series of repetitive movements that don't have as being altered.

The Centers for Control and Prevention of Diseases of the United States (CDC) and the American School of Medicine of the Sport told that approximately, 250.000 lives are lost a year due to a sedentary lifestyle. (apud MILITÃO, PÂTÉ et al, 1995, p. 21). Sharkey (1998) it complements affirming that the lack of physical activity is considered a factor of decisive risk for the people's health.

Many workers hours pass in limited conditions of movement in foot of supported front her of work or seated in chairs of offices. In the same way that most of the times uses your time free from passive way with television, internet and electronic games. With that sedentary behavior, they provoke a series of manifestations in the cardiovascular system, vegetative system and in the endocrine SW ands, provoking certain diseases. (NAHAS, 2001).

In spite of several studies they have demonstrated the importance of the physical activity for the health and of the popularization through the media of those benefits; a lot of people still adopt sedentary habits.

Sharkey (1998) affirms that the active lifestyle is an important one decisive for the people's health once it works as a magnet attracting healthy behaviors and eliminating such negative behaviors as: I inhabit of smoking, alcohol, unbalanced feeding, physical inactivity influencing your Work Quality of Life.

The World Organization of Health esteems indexes of 30% of light mental upset and from 5 to 10% of serious mental upset in the busy hard-working population; already in physical terms, in the work, the man becomes more and more sedentary, once, for the own technical evolution, the muscular force has been substituted by modern machines.

The disturbances in the workers' health, mainly the muscular lesions, are one of the problems that more it has been affecting the companies. Most of the time, caused due to an organization of the work that involves: repetitive tasks; constant pressure for productivity; lingering day; and fragmented tasks and monotonous that represses the worker's mental operation. Those disturbances bring as consequences pains and suffering for the workers. Already for the entrepreneurs they bring onerous expenses with medical attendance and payment of safe.

Figueiredo (2005) it shows that a great part of the companies in Brazil has been trying to implant Programs of Health and Quality of Life, as the stretching at work and the ergonomics in search of the decrease of your absenteeism indexes and other problems.

Still according Figueiredo (2005), the attendance to the ergonomic requirements makes possible:
Maximize the comfort, the satisfaction and the well-being;
Guarantee the safety;
Minimize embarrassments, human costs and load cognitive, psychic and physics of the operator and / or user;
Avoid professional diseases, lesions and the worker's mutilations;
Optimize the acting of the task, the work revenue and the system man's productivity - machine.

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WORK QUALITY OF LIFE THE ROLE OF STRETCHING AT WORK

Ergonomics is a multidisciplinary science that studies the man's relationship with your work, and its study object is to provide comfort, safety and effectiveness to the worker (Wisner, 1987). So much, tries to supply means for the improvement of the quality of workers' life, adapting the work to the characteristics anatomical, physiologic and psychological of these. Stretching at work (SW) is an effective strategy and, when well guided, can contribute with the ergonomics reducing the pains, fatigues, monotony, stress, accidents and the workers' occupational diseases. Through SW it is possible to stimulate the decrease of the sedentary and to take workers more and more to the practice of physical activities, once the same interferes in the work ambience. For the accomplishment of that work, took place a literary review, through books and recent papers on SW and ergonomics. It has been noticing if that the companies have been observing the importance in the application of Programs of Quality of Life with the practice of SW, in order to intensify the worker's connection with the company, when valuing the meaning of your work and transmitting great importance in what concerns the productivity. Those aspects send to that study a real and current approach, and they do with that the same has relevance for the analysis of the work conditions in the days today.

Words-key: Stretching al work, Quality of life, Work.

QUALITÉ DE VIDA DANS LE TRAVAIL - LE RÔLE DE LA GYMNASTIQUE OUVRIÈRE

L'ergonomie est une science multidisciplinaire qui étudie la relation de l'homme avec son travail, et son objet d'étude est fournir du confort, de la sécurité et de l'efficacité au travailleur (Wisner, 1987). Pour de telle façon, il cherche à fournir à moyens de l'amélioration de la qualité de vie des travailleurs, en adaptant le travail aux caractéristiques anatomiques, physiologiques et psychologiques de ceux-ci. La gymnastique ouvrière (GL) est une stratégie efficace et, quand bien guidée, il peut contribuer avec l'ergonomie en réduisant les douleurs, la fatigue, la monotonie, estresse, accidents et à maladies professionnelles des travailleurs. À travers GL c'est possible de stimuler de la diminution de la séddentarité et à prendre des travailleurs de plus en plus à la pratique d'activités physiques, vu que la même s'insère dans l'environnement de travail. Pour la réalisation de ce travail, s'est réalisée une révision littéraire sur la thématique, à travers des livres et articles récents sur GL et ergonomie. S'il a remarqué que les entreprises ont observé l'importance en l'application de Programmes de Qualité de Vie avec la pratique de GL, afin d'intensifier la liaison du travailleur avec l'entreprise, valoriser la signification de son travail et en transmettant de grande importance en ce qui concerne la productivité. Ces aspects envoient à cette étude un abordage réel et actuel, et font avec que le même ait importance pour l'analyse des conditions de travail de nos jours.

Most-Clès : Gymnastique Ouvrière. Qualité de vie. Travail.

CUALIDAD DE VIDA IN EL TRABAJO - EL PAPEL DE LA GIMNASIA DEL TRABAJO

La ergonómica es una ciencia de multidisciplinar esa él estudia la relación del hombre con su trabajo, y su objeto del estudio es proporcionar comodidad, seguridad y eficacia al trabajador (Wisner, 1987). Para de tal manera, busca para proveer a las maneras la mejora de la calidad de la vida diligente ellas, adaptando el trabajo a las características anatómicas, fisiológicas y psicológicas de éstos. La gimnasia de trabajo (GL) es una estrategia eficiente e, cuando está dirigida bien, él puede contribuir con los dolores reductores ergonomía, la fatiga, la monotonía, el estrese, los accidentes y las enfermedades ocupacionales de los trabajadores. Con el GL es posible estimular la reducción del sedentarismo y a más trabajadores de la toma cada vez el práctico de actividades físicas, una época esa la misma si los rellenos en el ambiente del trabajo. Para la realización de este trabajo, una revisión literaria fue convertida fullfilled en la temática, a través de los libros y de los artículos recientes sobre el GL y la ergonómica. Si ha notado que las compañías han observado la importancia en el uso de programas de la calidad de la vida con la práctica del GL, para intensificar ligarse del trabajador a la compañía, al valorar el significado de su trabajo y transmitiendo gran importancia en lo que dice respecto a la productividad. Estos aspectos envían este estudio a subir verdadero y actual, y hacen con ése igual que tiene hoy en día importancia para el análisis de las condiciones del trabajo.

Palabras-llave: Gimnasia de trabajo. Calidad de la vida. Trabajo.

QUALIDADE DE VIDA NO TRABALHO O PAPEL DA GINÁSTICA LABORAL

A ergonomia é uma ciência multidisciplinar que estuda a relação do homem com o seu trabalho, e seu objeto de estudo é proporcionar conforto, segurança e eficácia ao trabalhador (Wisner, 1987). Para tanto, procura fornecer meios para a melhoria da qualidade de vida dos trabalhadores, adaptando o trabalho às características anatômicas, fisiológicas e psicológicas destes. A ginástica laboral (GL) é uma estratégia eficaz e, quando bem orientada, pode contribuir com a ergonomia reduzindo as dores, fadiga, monotonia, estresse, acidentes e doenças ocupacionais dos trabalhadores. Através da GL é possível estimular a diminuição do sedentarismo e levar trabalhadores cada vez mais à prática de atividades físicas, uma vez que a mesma se insere no ambiente de trabalho. Para a realização desse trabalho, realizou-se uma revisão literária sobre a temática, através de livros e artigos recentes sobre a GL e ergonomia. Tem se notado que as empresas têm observado a importância na aplicação de Programas de Qualidade de Vida com a prática da GL, a fim de intensificar a ligação do trabalhador com a empresa, ao valorizar o significado do seu trabalho e transmitindo grande importância no que diz respeito à produtividade. Esses aspectos remetem a esse estudo uma abordagem real e atual, e fazem com que o mesmo tenha relevância para a análise das condições de trabalho nos dias de hoje.

Palavras-chave: Ginástica Laboral. Qualidade de vida. Trabalho.