117 - ASSESSING THE PAY OF TRAINING OF PHYSICAL EDUCATION FRONT OF YOUR DAY JOB

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Introduction

The Foundation IBGE - Brazilian Institute of Geography and Statistics in 1995 reported that Brazil had 152 million inhabitants of which 120,936,000 inhabitants over 10 years, with 58.0% monthly income or no income to a minimum wage, 22 , 0% with a yield between the three minimum wages and 20.0% higher than three minimum wages. The same number of inhabitants has only 15.0% more than eleven years of schooling. The service sector from 1984 to 1997 was the second largest sector with changes in employment that is also the second largest sector with staff with higher level.

According Marino (cited by Steinhilber, 1996), get a new name for the Teacher of Physical Education would be appropriate as it would bring along the history of the idea does not clearly demonstrate the scientific content in their development and professional performance. The viewing of such content does not hinder the recognition to professionals working in the area. The commitment on the part of the class of people defined that despite agreeing with the statement in the search for regulating the profession, the best name would be Professional Fitness (Steinhilber, 1996).

Research carried out by Baptista (2004), reported the lack of professionals of Physical Education with respect to their knowledge of scientific and professional content which may be related to the change and renewal of knowledge so that there was a lack of identity in this professional training in Brazil.

The fact shows more clearly the change in the business world that passes for professionals require a new vision of the labor market. In this new market, it is valid to establish a focus without losing the overall picture of reality, continuously invest to produce their best work regardless of the amount received by him, thereby contributing to a path of excellence and creating a brand. CHIAVENATO (2002) already see that the labor market was outlined last few years making no distinction in the area of Physical Education (FARIAS, 2005).

Therefore, the purpose of this study was to evaluate the remuneration of professionals in front of the Fitness relationship with day of work.

Materials and Methods

The study was conducted with 60 people of both sexes, working in Rio de Janeiro in academies, universities and schools. All graduates in physical education for at least a year.

Data were collected through a questionnaire with nine questions being closed two questions. Please note that as predicted by Junior et al (2005), the instrument was not validated because the application through research, makes the interpretation of the wording of questions and answers uniform, so not occurring elevation of variability, as pointed out by Ramos et al (2005).

The statistical analysis was concentrated in the frequency (Costa Neto, 2002) by the subjective characteristic of data collection, this approach contributed to investigate the differences by applying =the Chi-square (Bunchaft and Kellner, 1999), and by definition 0.05:

H0: The frequencies of the i variable were homogeneous
H1: The frequency of the variable i were heterogeneous

Discussion of Results

Regarding remuneration, approximately 82.14% of respondents (Figure 1), to take as unfair, giving the perception by the high level of knowledge required by the profession and high day of work. Imperative is found out that the stance was expected, because the reasons are shaped by concentrating on context and common sense that a trend can be partly explained by Toledo and Curi (2005) through the analysis of Marx referring to capitalism via the capital they requires maximum length of the day's work, with the maximum number of simultaneous sessions related it to the concept of pay in organizations in which it should be given through the convention of the labor categories, namely the lowest possible pay.

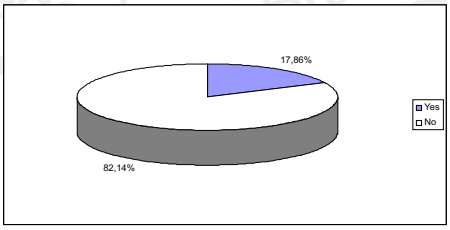


Figure 1: Frequency of Variable Pay

The results of Figure 1 were consistent with the statement of reasons for abandonment of professional practice, given that about 68.2% (Figure 2) of the respondents had the motivation to pay more to end the practice as a professor of Physical Education. The importance of frequency of occurrence was stronger by 38.60% of professionals who showed interest in changing its niche of work (Figure 3).

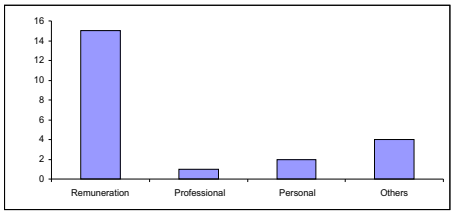


Figure 2: Frequency of Variable Reason Abandonment

The results converged to the findings of the International Labor Organization (ILO, 2004) to estimate that around 86.00% of the labor-active on the planet found itself with a degree of dissatisfaction with the activity performed, which justified the change of profession around 3.5 times over the life of the average man in the world.

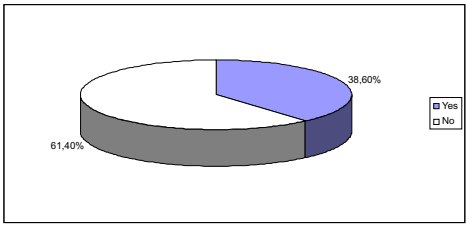
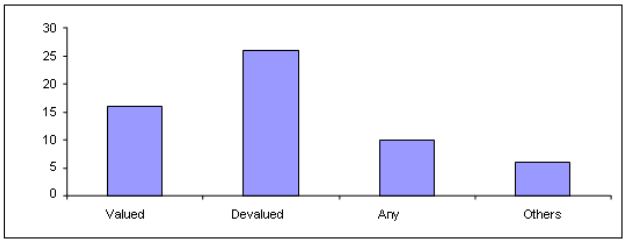
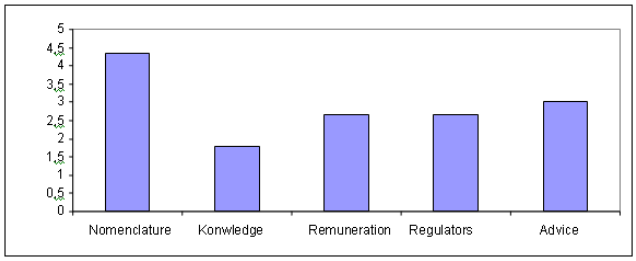


Figure 3: Variable Frequency of Abandonment

The level of knowledge required by the profession and the lack of it appropriately to market requirements, as demonstrated Netto and Curado (2005) that at the end of the 1990s, wages began to produce negative growth rates, while productivity at work came up with positive growth rates, this fact can be explained by increased competitiveness as well as by increased supply and lower demand for professionals in the service sector. This relationship can be considered for the recovery or loss of business by society and this figure may have reflected directly in their remuneration compared to other health care professions. When asked about how society perceives the professional physical education from the majority believes that it is devalued.



It was identified in the survey that the most negative influence this vision by the professional society of physical education is their lack of knowledge and in the second, third, fourth and fifth place respectively, to pay, poor regulation of the profession, poor performance of the council and nomenclature given to the profession.



The group of volunteers showed different levels of schooling, but there was predominance of completing the Sensu Lato with 31 hits (Table 1). Probably, the depreciation indicates that the high school or lack of time with which the trader faces the need to ensure payment, and then moved to work in multiple institutions.

Table 1: Frequency of Variable Education

Schooling	Frequency
Graduation	16 (27,59%)
Sensu Lato	31 (53,45%)
M.Sc.	8 (13,79%)
D.Sc.	2 (3,45%)
P.Doc.	1 (1,72%)
Total	58

In the study group of professional post-graduates had an average pay more than the professional graduates (Table 2), however, has a monthly working hours of work a little higher. Please note that this increased working hours by professional post graduate, is due to poor placement of some professionals in the labor market in order that a large number of professionals Sensu Lato being allocated in academies, location with higher pay and worst day of work in market for physical education.

Table 2: Frequency of Journey and Variable Pay

	Average Monthly Labor Day	Average Compensation
Graduates	110 hours monthly	4 a 5 MW
Post-Graduates	123 horas monthly	6 a 7 MW

Among some places of work of professional physical education could be made a comparison between day of work in these places and pay, both made by the interviewees. Only in the academies are found professionals with monthly working hours and lower pay a low reached in less than a minimum wage. For a fee between three to four minimum wages is possible to see a discrepancy. In private schools works to be less than in public schools and academies to obtain the same salary. The same can be observed in other tracks wage and other places of work. Again academies in addition to low loads with low hourly wages as above, high loads with high hourly wages are also found. Highlight the track to pay for more than seven times the minimum wage where the working day on the same track of pay increases respectively in private schools, Private Higher Education Institutions, Public Schools and Academies.

Table 3: Frequency of Variable Comparison of Working Hours and Compensation in different areas of expertise.

Remuneration	Private School	Public School	Private Higher Education Institution	Academies
< 1 MW				40 hours
1 a 2 MW	20 hours			37 hours
2 a 3 MW		76 hours		78 hours
3 a 4 MW	60 hours	93 hours		93 hours
4 a 5 MW		72 hours		116 hours
5 a 6 MW	100 hours	85 hours	59 hours	97 hours
6 a 7 MW	135 hours			111 hours
> 7 MW	90 hours	216 hours	102 hours	185 hours

The impact of changes in the world of work are not yet fully understood and evaluated, since they are still ongoing. However, the literature and academics have produced enough material for a presentation of how they were given the employment relations since the end of the twentieth century and beginning of the century (VERENGUER 2005), in which the tercerização services, the loss of rights Labor, employment in the season, are common aspects.

Farias (2003) presented a Pyramid of Training Opportunities for Action. Divided into four levels of activity, draws attention to the first level at the base of the pyramid would be located where people with employment and the type employed, called the author of "you employee." At this level cites that few professionals can enforce its value in exchange for remuneration for his service.

Conclusions and Recommendations

The relationship of work and pay day of the places of work of professional physical education presented in this paper, the academies in most cases have a lower pay for hours worked. Then focus on public and private schools. The best place of work were considered higher education institutions however, are also where the more specialized professionals. Many times, or in most cases this is done specialization along the route and thus requires more time and experience. The requirement of the market by more expertise from professionals makes it more competitive and increasing the supply of skilled professionals has been accompanied by a drop in salary especially in the broad sense.

In future work is important to reach a greater number of respondents including professionals of Physical Education of all practice areas which, as our study shows, I now have to be impressed as the professionals, Professional Public EUISS and Fitness Professionals Area Hospital. It is important to market analysis by region, in view of the difference in values quantitative and qualitative charged in the labor market in line with purchasing power and position.

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ABSTRACT

The study aims to assess the remuneration of Professional Fitness front of his journey from working in most areas of focus discussed in the market today, Private and Public Schools, Higher Education Institution and Private Academies. Thus we believe the business is helping in the search for a better area of action in respect of professional achievement and an average value of remunerção that it deems appropriate to their journey to work. Searches were conducted with 58 practitioners from the above in Rio de Janeiro, capital of more than a year of training. Data were collected through a form with nine questions, which allowed the analysis of frequency, then the = 0.05). Among thesignificance was investigated by the chi-square (results was noted that with regard to pay, approximately 82.14% to take as unfair. Thinking about leaving the profession 38.60%. They have to pay as the main reason for abandoning the profession 68.20%. The professional believes that the company realizes the so devalued and one of the factors that contribute most to this fact in his view is the lack of knowledge by the occupation. Most professional education is to the completion of Sensu Lato and it is this group, the post-graduates, including the strictest sense, it is possible to achieve better wages between 6 to 7 SM. The worst place to-day relationship work and pay are the academies and place of work are better relationship with the Private Higher Education Institutions. Through these results we could compare these areas and their indicators thereby confirming the expectations of common sense.

Key words: Compensation, Labor Day, Business Areas.

RESUMEN

El estudio tiene por objeto evaluar la remuneración de los profesionales Fitness delante de su viaje de trabajo en la mayoría de las áreas de enfoque discutido en el mercado hoy en día, escuelas privadas y públicas, Institución de Educación Superior y Academias Privadas. Por lo tanto creemos que la empresa está ayudando en la búsqueda de un mejor ámbito de acción en materia de logros profesionales y de un valor medio de remunerção que considere convenientes para su viaje al trabajo. Las búsquedas se realizaron con 58 profesionales de la anterior en Río de Janeiro, la capital de más de un año de formación. Los datos fueron recolectados a través de un formulario con nueve preguntas, lo que permitió el análisis de frecuencia y, a continuación, la importancia fue investigado por la = 0,05). Entre los resultados se observó que conchi-cuadrado (respecto a pagar, aproximadamente el 82,14% al tomar como injusto. Pensando en dejar la profesión 38,60%. Ellos tienen que pagar como la principal razón para el abandono de la profesión 68,20%. El profesional considera que la empresa se da cuenta de lo que se devaluó y uno de los factores que más contribuyen a este hecho, en su opinión, es la falta de conocimiento por la ocupación. La mayoría de profesionales de la educación es la conclusión de Lato Sensu y es este grupo, el post-graduados, incluido el sentido más estricto, es posible lograr mejores salarios de entre 6 a 7 SM. El peor lugar a día la relación de trabajo y la remuneración son las academias y el lugar de trabajo son mejores relaciones con el sector privado, instituciones de educación superior. A través de estos resultados podemos comparar estas áreas y sus indicadores confirmando así las expectativas de sentido común.

Palabras clave: Compensación, el Día del Trabajo, áreas de negocio.

RÉSUMÉ

L'étude vise à évaluer la rémunération des professionnels de fitness avant de son voyage de travail dans la plupart des domaines de concentration dans le marché aujourd'hui, écoles privées et publiques, institution d'enseignement supérieur et académies privées. Ainsi, nous pensons que l'entreprise est d'aider dans la recherche d'une meilleure zone d'action en matière de réalisation professionnelle et une valeur moyenne de remunerção qu'il juge appropriées à leur voyage au travail. Des recherches ont été menées avec 58 praticiens de la ci-dessus, à Rio de Janeiro, capitale de plus d'un an de formation. Les données ont été recueillies par le biais d'un formulaire avec neuf questions, ce qui a permis l'analyze de la fréquence, la signification a été examiné par la = 0,05). Parmi les résultats a été noté que, s'agissant dechi-carré (la rémunération, environ 82,14% de prendre comme injuste. Vous songez à quitter la profession de 38,60%. Ils doivent payer comme la raison principale de l'abandon de la profession de 68,20%. Le professionnel estime que la société réalise la dévalué et l'un des facteurs qui contribuent le plus à ce fait dans son point de vue est le manque de connaissances par l'occupation. La plupart des professionnels de l'éducation est l'achèvement de sensu lato, et il est de ce groupe, les diplômés du troisième cycle, y compris le sens le plus strict, il est possible d'obtenir de meilleurs salaires entre 6 à 7 SM. Le pire endroit au jour le jour des relations de travail et de rémunération sont les académies et le lieu de travail sont meilleures relations avec les institutions privées d'enseignement supérieur. Grâce à ces résultats nous avons pu comparer ces domaines et leurs indicateurs confirmant ainsi les attentes de bon sens.

Mots clés: l'indemnisation, la fête du Travail, des quartiers d'affaires.

AVALIAR A REMUNERAÇÃO DO PROFISSIONAL DE EDUCAÇÃO FÍSICA FRENTE A SUA JORNADA DE TRABALHO

RESUMO

O trabalho tem como objetivo avaliar a remuneração do Profissional de Educação Física frente a sua jornada de trabalho nas áreas de atuação mais discutidas hoje no mercado, Escolas Particulares e Públicas, Instituição de Ensino Superior Particular e Academias. Desta forma acreditamos estar auxiliando o profissional na busca por uma melhor área de atuação no que diz respeito a realização profissional e um valor médio de remunerção que o mesmo julgue adequado a sua jornada de trabalho. Foram realizadas pesquisas com 58 profissionais das áreas supracitadas no Rio de Janeiro, Capital com mais de um ano de formação. Os dados foram coletados através de formulário com nove perguntas, o que possibilitou a realização da análise de freqüência, posteriormente a significância foi investigada pelo teste qui-quadrado (? = 0,05). Dentre os resultados foi constatado que no tocante a remuneração, aproximadamente 82,14% a tomam como injusta. Pensam em abandonar a profissão 38,60%. Têm a remuneração como principal motivo no abandono de profissão 68,20%. O profissional acredita que a sociedade o percebe de maneira desvalorizada e um dos fatores que mais contribuem para este fato na sua opinião é a falta de conhecimento por parte do profissional. A maior parte dos profissionais tem como escolaridade a conclusão do Lato Sensu e é neste grupo, o de pós-graduados, incluindo também o *Strictu Senso,* que é possível conseguir melhores salários entre 6 a 7 SM. O local de pior relação jornada de trabalho e remuneração são as academias e o local de atuação com melhor relação são as Instituições de Ensino Superior Particulares. Através destes resultados pôde-se comparar táis áreas e seus indicadores obtendo assim confirmação das expectativas do senso comum.

Palavras-chave: Remuneração, Jornada de Trabalho, Áreas de atuação.