164 - HUMAN RESOURCES AND FORMATION: A STUDY FROM II THE NATIONAL CONFERENCE OF SPORTS.

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Introduction

The Decree from 21st January 2004, institutes the National Conference of the Sports, is responsibility of the Ministry of the Sports the coordination of its accomplishment in municipal, state and national scope, as well as the implementation of the proposals approved for the final council on the Conference of national character.

The I National Conference of the Sport carried through in the period between the 17th the 20th June 2004, was established as starting point for the quarrels on the following thematic axles: sport of high income; educational sport; soccer; sport, leisure and quality of life; right to the sport and the leisure; sport, economy and businesses; sport, administration and legislation; sport and knowledge.

As high point of the I National Conference of the Sport, it was the proposal presented on the creation of the National System of the Sport and Leisure, with "axles in national politics of participative management and social control, human resources and financing. It will be a system decentralized and regionalized "(Carta de Brasilia, 2004).

Giving to continuity the quarrels involving the sport and the leisure, the 07 of May of 2006, II the National Conference of the Sport were carried through in the period between 04th and 7th May 2006, objectifying the argue of questions related to the desired National System of Sport and Leisure. For such, it was defined as thematic axles the following subjects: Structure: organization, agents, abilities; Human resources and formation; Management and social control; Financing.

The Sportive System and the Social Control, already had been objects of study and presented by Liberato et. al. (2006), in VI the National Seminary of Public Politics, carried through in Montes Claros, Minas Gerais.

In addiction the thematic axles of II the Conference, we choose for quarrel at this moment the axle on human resources and formation.

Therefore, the present study has as discipline area the sportive management, having as objective, to verify the necessities of the States concerning the AXLE 2 - Human resources and formation, which had subsidized II the National Conference of the Sports/2006.

2. Material and Methods

The present study has an exploratory and descriptive character, whereas this type of work limits characteristics or delineate the profile of definitive group or population (Gaya, 1994).

The present study has as objective to verify the necessities of the States concerning the AXLE 2 - Human resources and formation, which had subsidized II the National Conference of the Esporte/2006.

For collection of data the Documentary Research was used, from the set of proposals proceeding from the States, which had subsidized in the scope of the AXLE 2 - Human resources and formation II the National Conference of Esporte/2006. "The characteristic of the documentary research is that the source of collection of data is restricted the written documents or not, constituting what it is called of primary sources" (Marconi; Lakatos, 2002).

The used sampling was in the form of intentional sample, which characterizes the job of previously definite criteria and for a deliberated space to get representative samples, capable to supply the necessary information to the inquiry (Gaya, 1994).

In this type of sample the researcher is interested in knowing the necessities of the States in the scope of the AXLE 2 - Human resources and formation.

For such, the proposals of the States had been used for the study which pointed with respect to the specific necessities in that they concern to human resources and formation in the scope of the sport and the leisure, in its more diverse sources. The proposals used in the study come from the 27 states and the Federal District. In a total of 258 proposals.

3. Presentation of the Results

In chart 1, the proposals proceeding from the States and the Federal District are presented in ways that some had approached on relative aspects the *human resources and the formation.*

To take care of the norms of the Congress, the proposals from the States and the Federal District were grouped in 13 topics, without losing the central idea concerning to the subject in question.

Chart 1 - Proposals of the states on human resources and formation

1. research the identification of the different types of agents and its necessities aiming one formation politics; 2. To establish partnerships with the Universities and other Institutions of Education, in the direction of the qualification multi and to interdisciplinar, as well as of the continued education of the agents of Sport and Leisure. 3. To redefine academic resume taking in account new social reality 4, Assure the accomplishment of courses of initial formation and extension in the cities of the interior of the 5, country Investment of the governments and institutions in qualification of communitarian agents in sport and leisure; 6. To form, to characterize and to enable the social agents - professors, academics, monitors, technician, arbitrators and others - that sport projects of and leisure in the educational scope act in, of participation and high income and Para sports, stimulating them to raise it its level of qualification continuously. 7. To create actual courses superior regional, half-actual and at a distance sequential of Physical Education, Sport and Leisure; 8, Implantation of after-graduation courses, in the states of the region north, in public institutions of superior education, the area of the sport and leisure (specialization, master and doctorate). 9. To implant nuclei of studies and research of entailed sport and leisure to the institutions of superior education with regionalized actions contributing for continued formation. 10. To guarantee the transference of scientific knowledge to the agents of the National System of Sport and Leisure. Examples: Data base; Vestibule InterNet; Publications, articles, books, magazines; Media; 11. To enable professionals to attendance the diverse specialties of sport/leisure: special carriers of necessities, third age, sport of income, pertaining to school sport, sport and health. 12. Literary promotion of forums, competitions, prizes, agendas of scientific-social events, for permanent accompaniment, quarrel and evaluation of the resultant proposals of the implementation of the national system of sport and the leisure, in its diverse areas of performance. 13. Creation of schools and centers of national, state, municipal and regional formation for qualification of athlete, technician and arbitrators.

Source: Proposals of the States for II National Conference of the Sports/2006/Axle 2 - Human resources and Formation.

As if it can observed in the chart above the happened proposals the States refers to the human resources and formation for the full functioning of the sportive system and the leisure, they are centered in the following aspects:) the cense/diagnosis in order to identify the diverse types of agents who act in the sport and the leisure; b) partnership with the IES, the objective to lead the initial

and the continued formation, well with the implantation of courses of formation in other localities; c) implantation of post-graduation courses; d) implantation of research nuclei; e) creation of mechanisms for the knowledge transference, using the most diverse medias; f) promotion of events in order to propitiate quarrels and exchange of experience enters the actors of the sportive system and leisure; g) creation of center of athlete formation.

In Picture 2, we present the happened proposals of the States and contained in the final document, in the scope of the AXLE 2 - Human resources and Formation, being the same ones approved in the final plenary of II the National Conference of Esporte/2006.

Chart 2 - Proposals on Human resources and Formation, approved in the final council of II the National conference of Esporte/2006.

The human resources of the National System of Sport and Leisure, with multiprofessional character and to multidiscipline, consist of all the people who act in the research, in the planning, organization, coordination, promotion, incentive, mobilization, promotion, spreading, implementation and animation of the physical, sportive activities and leisure offered for the sports of adventure in the call the tourism of adventure, respecting themselves the specific characteristics of each area of performance and the regional differences, either in the city or the field.
The diverse spheres of performance of the sport professionals and leisure must be defined (with superior formation in physical education, communitarian agents of sport and leisure, professionals of the health, communication, among others), indicating for each professional area its specific and shared attributions, the level of formation and professional qualification demanded and the necessity or not of professional register, observing the effective legislators.
The following abilities constitute scope of performance of the physical education: to co-ordinate, to plan, to program, to supervise, to dinamize, to direct, to organize, to prescribe, to evaluate and to execute works, programs, plans and projects, as well as giving services of auditor ship, consulter and assessor ship, carrying through specialized training, to participate of teams to multidiscipline and interdisciplinary and to elaborate you inform technician, scientific and pedagogical, all in the areas of physical activities and the sport, exerted by qualified professionals.
In the National System of the Sport and Leisure, one consists Communitarian Agent of Sport and Leisure, all agglutinant, organized, encouraging, mediating, motivator that one that acts as mobilization, of the physical, sportive activities and of together leisure to the community, having to be qualified to interact with the too much social and professional areas and with the local culture.
The National System of Sport and Leisure, on the basis of diagnostics of human resources, will have to elaborate one politics of initial and continued formation, in the levels basic, superior and after-graduation, at a distance, respecting economic and geographic criteria, and actual, under the orientation of the Institutions of Superior Education and involving managing, scientific and communitarian institutions, extending and guaranteeing the access and the permanence to public, gratuitous education and of quality.
The politics of formation of the human resources of the National System of Sport and Leisure will have to preserve the multiprofessional character and to multidiscipline necessary for the universalization of the practical one of the sport and the leisure as right of all - since the learning of the practical sportive and leisure until the ones of high-income in aspects of the planning, execution and evaluation giving special attention to the sport for people with deficiency and necessities, to aged and practical of cultural identity the Brazilian and other nationalities, in accord with the National Politics of Sport -, observing the ethical principles of inclusion, democratization and development human being and aiming at the project description of engaged society with the reversion of the picture of injustice, exclusion and social vulnerability.
The politics of formation of the human resources, observing what it foresees the Advice National of Education, will have to promote permanent and continued the formation, guaranteeing:) the decentralization of the process with the participation of all the cities, states and Union, respecting its spheres of performance; b) the curricular qualification of the formation with extended resumes, that take care of to the local realities, and periods of training; c) the quality of the necessary infrastructure to the production and diffusion of knowledge, as laboratories, libraries, instructional material, centers of research, gymnasia, you square necessary sportive and other implements to the functioning of the System; d) programs of incentive to the professional qualification of all the involved ones in the system

Source: Proposals of the States for II National Conference of the Sports/2006/Axle 2 - Human resources and Formation.

In picture 2, we can observe that the text approved in the final council of II the National Conference of Esporte/2006, due to the respect to the human resources and the formation of the sportive agents and the leisure, contemplates the yearnings of the participants of the most diverse conferences in municipal and state level, carried through in all Country.

4. Final Considerations

We intend in this topic to carry through one brief theoretical boarding on the thematic axle in quarrel and after that to consider a model for the initial and continued formation, as well as alternatives of qualification through other entities, of the most diverse agents of the sportive movement and the leisure.

Human resources

In the management of the organizations it calls human resources to the set of the employees or collaborators of this organization. However most frequent it is thus to the function that if occupies to acquire, to develop, to use and to hold back the collaborators of the organization (Wikipedia, la enciclopedia libre/2006).

Appealing to another concept, one can understand by human resources the personal people who possess the abilities, motivation and characteristics that engage functionally in the structure of the organization (Glosario of Marketing).

Human resources in the scope of the National System of Sport and Leisure, have a multiprofessional character and to multidiscipline, consist of all the people who act in the research, in the planning, organization, coordination, promotion, incentive, mobilization, dinamization, promotion, spreading, implementation and animation of the physical, sportive activities and leisure offered by sports of adventure in the call the tourism of adventure, respecting themselves the specific characteristics of each area of performance and the regional differences, either in the city or the field (Resolution of II the National Conference of the Sport, 2006).

Professional formation

A reflexion concerning the formation of the professor of Physical Education (or another area) must be always present an agreement very clearly of the nature, the essence and the contours of its profession. This necessary agreement constantly to be brought up to date, given that the professional profile is a "conditional 0 variable" for the situation, a "reference norm" has a time concrete, to its conditions and circumstances (BERNETT, cited per Blessed 1991).

Relatively to the professional formation the same one can be treated by two perspectives: (a) initial formation and (b) continuous or continued formation:

The initial formation, that is the denomination frequent attributed to that stage of preparation directed toward the beginning or initial qualification of the profession. It is directed young the adult and consists in the courses in university (Birth, 1998).

In the phase of professional development, the continuous or continued formation aims at the perfectioning of the qualifications and responsibilities of the professionals in active exercise. It also aims an accordance to take care of the learning necessities alterations or transformations. The interventions most frequent understand the courses of complementary formation in level of post-graduation in the universities or the courses of update and perfectioning, of permanent or temporary character, proportionate for public or private agencies (Birth, 1998).

The National Council of Education establishes the concept of professional formation as a "preparation directed toward the attendance of demands of a specific professional exercise that is not a generic formation and nor only academic" (To seem nº 1 CNE/CP 009/2001).

For the achievement of the program of initial and continuous or continued formation, as well as other forms of qualification, we present the proposal to follow, which we understand it contemplates all the segments that act or come to act in a sportive system and of leisure. In regards to initial formation, continued education in that concern to the titulation (specialization, master and doctorate) will have to be of responsibility of the Institutions of Superior Education, which they will have to be invited to integrate the sportive system and of leisure. To follow we present some examples:

a) Course of Specialization in sportive Management and Leisure, destined to the graduated ones that they act as leading in any segment of the sportive system and leisure.

b) Course of Specialization in Methodology of the sportive Trainings, destined to the graduated ones physical education that act as sportive technician in the sport of income and the educational sport.

c) Course of Specialization in sportive Legislation, destined to graduated right and the similar sportive areas that if compromise to act as member of Common sportive Justice.

Relatively the formation of the technician sportive that they have more interest in the questions you specify of its modality, we present following the proposal: The formation of the technician sportive will have to be of responsibility of the Specialized sportive Confederations through its Pedagogical Department, with the following progression: 4º degree; 3º degree; 2º degree and 1º degree. For such, the respective criteria For the actors of the sportive system will have to be established and of leisure that is academics of courses related to the sport and the leisure or that they possess complete average education, we suggest the following one:

a) The formation of the sportive arbitrators, having as white population the colleges student the people who possess average education, will have to be of responsibility of the Specialized sportive Confederations through its Department of Arbitration, with the following progression: Regional; National and International. For such, the respective criteria will have to be established.

b) Sequential Course in Communitarian sportive Management, destined to the people with complete education average who act as leading in Communitarian sportive Leagues and Associations of Quarters.

Due to this, we hope to contribute for the beginning of the construction of a sportive system and leisure, in the scope of the human resources and the formation, basic elements for the consolidation of the respective system.

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HUMAN RESOURCES AND FORMATION: A STUDY FROM II THE NATIONAL CONFERENCE OF SPORTS.

Abstract

The present study of exploratory and descriptive nature has as objective to verify the necessities of the States concerning the AXLE 2 - Human resources and formation, which had subsidized II the National Conference of Sports/2006. For collection of data the Documentary Research (Marconi; Lakatos, 2002), from the set of proposals proceeding from the States. The results of the State Conferences are presented, as well as of the Resolution of II the National Conference of the Sport, approved in the final council of the respective Conference. And, finally it is presented a proposal for formation of the diverse segments that act in the sportive movement and of leisure. **Key words**: Sportive Management; Formation and Human Resources

RESSOURCES HUMAINES ET FORMATION: UNE ETUDE A PARTIR DE LA II CONFÉRENCE NATIONALE DU SPORT

RÉSUMÉ

Cette étude est de nature exploratrice et descriptive, ayant pour objectif de vérifier les besoins des États en ce qui concerne l'AXE 2 - Ressources humaines et formation qui ont servi de subsides à la II Conférence Nationale du Sport /2006. Une « Recherche Documentale » (Marconi; Lakatos, 2002) a été réalisée afin de répérer les données à partir des propositions faites par les États. On présente la Résolution approuvée à l'occasion de l'assemblée finale de la conférence référée et les résultats des conférences réalisées aux États. Finalement, on présente une hyphthèse pour travailler la formation des divers segments qui participent du mouvement sportif et de loisir. **Mots-Clés:** Gestion Sportive; Formation et Ressources Humaines

RECURSOS HUMANOS Y FORMACÍON: UN ESTUDIO APARTIR DE LA II CONFERENCIA NACIONAL DEPORTIVA.

RESUMEN

El presente estudio de naturaleza exploratoria y descriptiva, objetiva verificar las necesidades de los Estados Federales sobre el Eixo 2 (Parámetro 2) - Recursos Humanos y formación - que subvencionaron la II Conferencia Nacional Deportiva/2006. Para la reunión de datos fue utilizada la investigación documental (MARCONI, LAKATOS, 2002), teniendo como base el conjunto de propuestas originarias de los Estados Federativos. El texto presenta los resultados de las Conferencias Estaduales y de la II Conferencia Nacional del Deporte en la Resolución aprobada en su plenaria final. Y, en esta parte final, propone la formación de diversos segmentos que actúan en el movimiento deportista y del ocio.

Palabras claves: Gestión Deportiva, Formación y Recursos Humanos

RECURSOS HUMANOS E FORMAÇÃO: UM ESTUDO A PARTIR DA II CONFERÊNCIA NACIONAL DE ESPORTE

RESUMO

O presente estudo de natureza exploratória e descritiva, tendo como objetivo verificar as necessidades dos Estados acerca do EIXO 2 - *Recursos humanos e formação*, as quais subsidiaram a II Conferência Nacional do Esporte/2006. Para coleta de dados foi utilizada a *Pesquisa Documental* (Marconi; Lakatos, 2002), a partir do conjunto de propostas provenientes dos Estados. São apresentados os resultados das Conferências Estaduais, bem como da Resolução da II Conferência Nacional do Esporte, aprovada na plenária final da respectiva Conferência. E, finalmente é apresentada uma proposta para formação dos diversos segmentos que atuam no movimento esportivo e de lazer.

Palavras chave: Gestão Esportiva; Formação e Recursos Humanos.