119 - HEALTH HAZARDS AND AT WORK ILLNESSES: POSSIBILITIES OF PROFESSIONAL PRACTICE PHYSICAL EDUCATION

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INTRODUCTION

The processes of business changes the type Merger & Merger (Fs&Is) are increasingly frequent as market strategy . In Brazil , in the last ten years, they occurred involving national companies and international , with different sizes , in all regions of the country (AMBIMA Reports, 2012). Although it was news that these transactions do not always achieve the desired goals, many advantages are pointed out for your referral.

Fusion is the joining of two or more organizations that no longer exist and originate another company. Bugelli (2002) says that companies opt for this type of operation strategically seeking hegemony strengthening brands and new competitive advantages for business.

Reflecting about the social changes that occur in the workplace, from the neoliberal era in Brazil, Alves (2009) examines the precariousness of work as part of a ' new social metabolism ', which emerges from the restructuring of the productive capital resulting the composition of the neoliberal state . For the worker, the mere hint of impending unemployment causes feelings of insecurity, shame, low self-esteem, anxiety, and fear of rejection, favoring the demand for outputs particularized to certain social problems. "There is unemployment in itself is harmful, but the suffering it generates [...] ", says Forrester (1997, p.10).

Thus, in F&I, the loss of the meaning of work , the powerlessness of the productive transformations, clashes between organizational cultures, uncertainty of continued employment, competitiveness and fear of making mistakes - present among the workers in these situations - can affect the the collective welfare of employees. On these occasions, the ethics of this group of workers can be compromised to the extent that seek to ensure the survival alone at work and maintenance of social status. So, there is no discharge psychic favoring the transformation of suffering into illness.

Pain and suffering, depending on the particularities and subjectivities of each subject employee, and the peculiarities of organization of work , can turn into illness . According to data from studies by Limongi - France and Rodrigues (2005) stress at work is associated with occupational diseases. According to his studies , 554 absences were caused by RSI/WMSD and 963 developed some occupational disease. In this study, the RSI/WMSD and occupational diseases occur predominantly in banking. These companies, as you know, come constantly undergoing restructuring productive for F & I. The risks of illnesses at work could be due to an excessive load of work, they can result in both physical illnesses, such as mental disorders, because of the suffering.

Vieira (2012) conducted a study on the impact of the process of dispossession triggered by the acquisition business and suffering experienced by employees. Noted that , in acquisition , purchasing firms impose on employees of the acquired company , its management model , its values and goals. The deterritorialization occurs at that time - when workers have to adapt to the new context - since the construction of practical and symbolic content that guide and underpin the relationships built by employees up empty. This situation promotes feelings of loss of identity and values that existed between them and the organization. The feelings were: frustration, anxiety, restlessnes, fear, despair and indignation.

In a survey (Barbi, Neuzi, 2001) on the impact of changes in the psyche of workers was evidenced intense psychic mobilization in the bank, because of feelings of insecurity in daily work, estrangement, disorientation, powerlessness in the face of uncertainty proposed by companies. Employees experiencing risks of financial loss , health risks with exposure to situations that can cause RSI / WMSD risk, reprimands when the job is done poorly, the security breach risks to meet the work rate. Use defensive strategies as hyper accelerations activities, suppressing phases as conference documents and security practices. Present fear of illness and feelings of mistrust though beset by RSI / WMSD because not all professionals get sick, and the signs are not visible. The vast majority of national banks underwent operations for F & I. Rossi (2008) shows that bank workers suffering from RSI / WMSD been experiencing radical changes and intense in their working environment, due to the advancement of the automation and computerization of activities.

The accelerated pace of work, long working hours, demands for higher qualifications, increased pressure for time and productivity, and the threat of job loss are evident in these types of companies. Thus, new forms of production and work organization have been built throughout history. Increasing changes in the conditions and forms of work organization, there are risk factors for health workers, surpassing the workplace and incorporating the cultural, political and economic.

It is observed in the studies presented, the presence of ergonomic hazards and sometimes transformed into psychological illnesses, such as RSI / WMSD, caused by long working hours, the increasing pace and goals, the culture shock, the conditions and working relationships evidenced in mergers and merger business. Aspect that demonstrates the need for professional intervention in the area of physical education. Physical Education activity should occur on the new organizational routines, processes involved in these changes. It is a job to be done in organization dimensions, conditions, and also in the socio-professional working relationships, for the well - being and health of these workers.

Given the above, the present study examined the effects of mergers and acquisitions business on ergonomic risks and Musculoskeletal Diseases Repetitive Strain (RSI / WMSD) of workers in operations of Merger and Merger business and the performance possibilities of physical education professional.

1. METHOD AND TECHNIQUES

1.1 PARTICIPANTS, DESIGN AND PROCEDURES

Comprised the study population 7042 workers aged above 19 years, residing in the Metropolitan Region of Recife, attended by the Reference Center for Health Workers - CEREST / PE, between the years 2002-2012. The educational levels ranging from elementary school to the Superior; profession/occupation operational, administrative, Superior/liberal. Data were obtained from participants in two databases CEREST. The first, covering the years 2002 - 2012 and the second from 2008 to 2012. The data of companies with operations in Brazil F & I, between the years mentioned above were provided by the Brazilian

Association of Financial and Capital - AMBIMA.

These variables were selected and subsequently filtered. They are: gender, education, age (in years), profession/occupation, occurrence of merger and/or acquisition in the company's work, work risks related to ergonomic factors and records RSI / WMSD. The selection and filtering of variables to study how organizations (name of company, size and location for each year predicted) were removed from the database AMBIMA . With regard to work-related illness was considered the criterion of causality that defines the record mode required by the Ministry of Health and the medical records of the noticed CEREST.

For data analysis we used descriptive statistics and inferential statistics. The descriptive statistical techniques involved obtaining absolute one and bivariate distributions. The techniques of inferential statistics covering the use of the chi-square test with getting the prevalence ratio and confidence interval for this parameter.

With the aim of determining the prevalence of RSI/WMSD was adjusted regression model for multivariate Poisson, considering the independent variables. Through the model, are estimated values of prevalence ratios based on independent variables placed in the model. The margin of error of 5.0% was used, and the intervals were obtained with 95.0 % reliability. The statistical software used for the statistical calculations were SPSS (Statistical Package for the Social Sciences) version 17.

2. RESULTS AND DISCUSSION

Considering the total group and the subgroup of sociodemographic variables that stands out among the subgroups, the distribution of employees of companies who have had F & I, were quite distinct and significant differences. In the total group, the distribution was quite rough between the sexes. Women predominated in companies with F & I (64.0 %), while among companies without F & I represented (47.8%), the percentage of employees in the age 19-39 years is higher in firms with F & I (43.0% x 36.3%). Note that, quite significant, the age of the professionals working in companies where there is no F & I showed 1.5 higher. Difference to the margin of error fixed (5.0%), revealed significant between the two subgroups ($p < 0.00$). The education of employees with F & I is much higher (64.8%) vs. Secondary and Higher Education 48.7 % 30.9 % x 13.6 %). The employees of these companies predominantly engaged in activities areas "Operational" and “Administrative" (36.9 % and 61.1%).

2.1 RISKS ERGONOMIC

The results obtained so significant ergonomic risks (54.7). In subgroups (sociodemographic data), it appears that the highest percentages among employees of companies with F & I transactions were related to ergonomic risk (68.0 % vs. 52.5 %). Demonstrates a significant association between each risk and the fact of being associated or not with merger and/or acquisition ($p<0.001$).

The risks to which workers are exposed to conditions inherent to the organization, as well as labor relations. For each occupation, whether administrative, operational or management, there are specifics in their procedures regarding the processes and flows required for the proper and prescribed exercise daily work. The results show that workers with or without experience of F&I is significantly exposed to ergonomic.

Regardless of whether or not the risk to which each worker is exposed, there is suffering or pleasure in professional practice. The fear of failure, impending unemployment, anxiety and other affective expressions expressed by workers provide experiences of suffering associated with risks related to work - ergonomic - may favor the disease, due to the retention of instinctual energy. According Dejours (2010) when charging experienced psychic can not be satisfactorily discharged tends to favor the transformation of suffering into illness.

The way each professional companies with F&I faces ergonomic risks is private and depends on each work context, can be influenced by cultural and cognitive, and expressed differently by people. Some may face risks with satisfactory defenses without allowing them to become illnesses. Although the type of risk, the degree and the working conditions are different for each occupation, some workers are more likely to turn into illnesses the experiences of pain and suffering. Thus, the suffering resulting from situations of work environments where risks are evident may represent threats to our body, the affections and emotions. The state of expectation before danger of layoffs, new demands and requirements of new work routines, for example, can aggravate the situation. Exposure situations psychological hazards are double among companies with F & I and favor compromise the welfare of workers.

2.2 TRANSFORMATION OF HEALTH HAZARDS IN ILLNESSES (RSI / WMSD)

Data were analyzed considering the employees who had information on work-related diseases. The results indicate that work-related illness was the most frequent" LERQDORT "(19.0 %). It was found a significant association between the occurrence of "RSI/WMSD" with each of the sociodemographic variables, and each variable stands for the percentage with " RSI/WMSD " was higher in females than in males (24.6 % x 13.7%), in the age groups: 50-59 years (23.0%) and 40-49 years (20.6%), ranging from 15.4 % to 15.6 % in the age 19 to 39 years and 60 years or older. This same variable increases according to the level of education, and 13.0% among those who had to elementary school, and 24.6% among those who had higher education; such values were approximately twice as high among respondents who experienced F & I than among those who did not (32.0% vs. 15.9%). The same situation was found among respondents who had professional / administrative occupation (28.9%) and lowest among those who had higher professional/liberal (11.1%).

Overloading, disaffiliation, the permanent mobilization, the pace of work accelerated, accentuated demands, fierce competition aspects are not valued by the promoters and managers of the F & I operations, refer Fubini, D., Prince, C. & Zollo, M. (2007) . So that the suffering and pain experienced in these situations, reflect on professional and can be manifested in the form of work-related diseases, such as RSI / WMSD and mental disorders. The changes resulting from operations F & I, in banks, have features like accelerated advancement of technology , computerization of activitie, demands for higher professional qualification, long working hours , accelerating the pace of work, with threats of unemployment. These changes favor health hazards and diseases, such as RSI / WMSD (Rossi, 2008).

Finally, the significant variables to 5.0 % were sex, profession and if the company was working or not merger / takeover. For these variables , it is through the prevalence rate, the probability of the researched (a) have RSI / WMSD increases if the professional is: female , working in the administrative area , followed by operational area than those who were of higher education and / or professionals, and if the company you worked for had merger / takeover. Ergonomic risks to which workers are exposed in companies with or without merger and incorporation favor the transformation of suffering into illnesses, especially in the study, the RSI / WMSD. The results show that there are implications for the commitment to the health of workers in businesses with or without merger and incorporation. In all cases the female is what reveals itself most frequently in sufferings and illnesses at work, especially RSI / WMSD and mental disorders.

FINAL REMARKS

The present study examined the effects of mergers and acquisitions business on ergonomic risks and Musculoskeletal Diseases Repetitive Strain (RSI/WMSD) of workers in operations of Merger and Merger business. It has been observed that in such business scenarios workers are exposed to ergonomic hazards and psychological , and in cases of F & I, no significant association with the ergonomic and psychological in nature . These risks are more pronounced among women aged between 50 and 59 years and tertiary education, performing activities of an administrative nature The transformation of these risks illnesses was also observed more markedly among women.The CTD/MSDs are associated with work-related diseases, significantly among employees working in F & I.

The results allow for raising some questions: the stresses of work that favor the RSI / WMSD be related to the long period of exposure of workers to the risks of the work context? Such illnesses could be related to the wear associated with the third workday, domestic labor? These questions could be elucidated in further studies with a gender perspective.

Considering the results, it is clear that, in the environments and organizational settings - which shows this type of organizational change - there are serious implications for the suffering and transformation processes in illnesses. In this perspective, we conclude that physical education teachers can make a decisive contribution to the implementation of preventive ergonomic risk and also the RSI/ WMSD.

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HEALTH HAZARDS AND AT WORK ILLNESSES: POSSIBILITIES OF PROFESSIONAL PRACTICE PHYSICAL EDUCATION

ABSTRACT

The study proposes to examine the impact of mergers and acquisitions business on ergonomic risks and Musculoskeletal Diseases Repetitive Strain (RSI/WMSD) of workers in operations of Merger and Merger business and the possibilities for the professional practice of physical education . Population comprised 7042 workers, attended by the Reference Center on Health Workers in Greater Recife / PE, between the years 2002-2012. The Brazilian Association of Financial provided data on the operations of Merger and Merger in Brazil. Data were analyzed using the Statistical Package for the Social Sciences version 17. The margin of error was 5.0 % and ranges with 95.0 % reliability. The results showed that ergonomic factors and RSI/WMSD, have a significant association between the workers and predictive business operations of Merger and Merger business. The performance of the professional physical education is significant in the prevention of risks and illnesses.

KEYWORDS: Labor; RSI / WMSD; Fusion; Incorporation business.

RISQUES SANITAIRES ET AUX MALADIES DE TRAVAIL: POSSIBILITÉS D' PRATIQUE PROFESSIONNELLE ÉDUCATION PHYSIQUE

RÉSUMÉ

L'étude se propose d'examiner l'impact des fusions et acquisitions d'entreprise sur les risques ergonomiques et les maladies musculo-squelettiques attribuables au travail répétitif (RSI / TMS) des travailleurs dans les opérations de fusion et d'affaires de fusion et les possibilités pour la pratique professionnelle de l'éducation physique . Population composée de 7042 travailleurs, assisté par le Centre de référence sur les travailleurs de la santé dans le Grand Recife / PE , entre les années 2002-2012. L' Association brésilienne des finances a fourni des données sur les opérations de fusion et fusion au Brésil. Les données ont été analysées en utilisant le Statistical Package for Social Sciences de la version 17. La marge d'erreur est de 5,0 % et varie avec 95,0 % de fiabilité . Les résultats ont montré que les facteurs ergonomiques et RSI / TMS , ont une association significative entre les travailleurs et les opérations commerciales de prévision de la fusion et des affaires de fusion. La performance de l' éducation physique professionnelle est importante dans la prévention des risques et maladies.

MOTS-CLÉS: Travail; RSI / TMS; Fusion; D'affaires de la constitution.

RIESGOS PARA LA SALUD Y EN ENFERMEDADES PROFESIONALES: POSIBILIDADES DE PRÁCTICA PROFESIONAL EDUCACIÓN FÍSICA

RESUMEN

El estudio propone examinar el impacto de las fusiones y adquisiciones de negocios sobre los riesgos ergonómicos y Enfermedades Musculoesqueléticas esfuerzo repetitivo (LER / DORT) de los trabajadores en las operaciones de fusión y de negocios de concentraciones y las posibilidades para la práctica profesional de la educación física. Población compuesta por 7042 trabajadores, atendidos por el Centro de Referencia de Trabajadores de la Salud en el Gran Recife / PE , entre los años

2002-2012 . La Asociación Brasileña de Entidades Financieras proporcionó datos sobre las operaciones de las operaciones de concentración y fusión en Brasil. Los datos fueron analizados mediante el paquete estadístico para las Ciencias Sociales versión 17 . El margen de error fue de 5,0 % y varía con el 95,0 % de fiabilidad . Los resultados mostraron que los factores ergonómicos y LER / DORT , tienen una asociación significativa entre los trabajadores y las operaciones comerciales de predicción de concentraciones y fusiones de negocios . El rendimiento de la educación física profesional es importante en la prevención de riesgos y enfermedades.

PALABRAS CLAVE: Trabajo; Ler/Dort; Fusión; Integración empresarial .

RISCOS À SAÚDE E ADOECIMENTOS NO TRABALHO: POSSIBILIDADES DE ATUAÇÃO DO PROFISSIONAL DE EDUCAÇÃO FÍSICA

RESUMO

O estudo propõe-se a analisar as consequências das fusões e incorporações empresariais sobre os riscos ergonômicos e Doenças Osteomusculares por Esforço Repetitivo (LER/DORT) de trabalhadores em operações de Fusão e Incorporação empresarial e as possibilidades de atuação do profissional de educação física. Compuseram a população 7042 trabalhadores, atendidos pelo Centro de Referência em Saúde dos Trabalhadores, no Grande Recife/PE, entre os anos de 2002 a 2012. A Associação Brasileira das Entidades dos Mercados Financeiro forneceu os dados sobre as operações de Fusão e Incorporação no Brasil. Os dados foram analisados por meio do programa Statistical Package for the Social Sciences na versão 17. A margem de erro foi de 5,0% e intervalos com 95,0% de confiabilidade. Os resultados apontaram que os fatores ergonômicos e as LER/DORT, têm uma associação significativa e preditiva entre os trabalhadores de empresas em operações de Fusão e Incorporação empresarial. A atuação do profissional de educação física é significativa na prevenção de riscos e adoecimentos.

PALAVRAS-CHAVE: Trabalho; Ler/Dort; Fusão; Incorporação empresarial.