120 - BUSINESS CHANGES, THE RISK OF ACCIDENTS AT WORK AND ILLNESSES.

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The economic and social landscape, national and international, increasingly competitive, has impacted on the performance of organizations with different sizes and characteristics . Faced with such situations, changes and revisions to management strategies have been performed in order to ensure the financial health, power and / or the hegemony of market positions. Pressures stemming from such changes have caused often consequences for people's health.

Change processes in organizations are inevitable given the demands of the market, changes in goals, power relationships, political, economic and financial. In order to ensure the maintenance of stability and balance becomes a constant concern for entrepreneurs, managers and workers alike. This unstable environment can foster fear, anxiety , and other emotions resulting from the increase of tensions. Find coping is essential to adapting to new environments and minimizing suffering, caused in particular by culture shock . The organizational changes cause impacts on organizations and people , favoring the transformation of suffering illnesses .

The changes, however, also can cause pleasure. Dejours & Jayet (1993/2010) state that " the construction of changes in the work process is only possible if there is a greater availability , communication, understanding , and especially cooperation between the various stakeholders (bosses and subordinates) ."

Competitiveness and quality standards are set by firms in industrial structure and demand worker behavior changes in relation to modern production processes , requiring them adaptive flexibility , adhesion to a new culture and inevitable changes , favoring the casualization of labor . This has been established as a source of feelings of injustice and suffering . Investment physical, social and psychological workers , in most cases , is loaded voltage , requiring action strategies to deal with suffering .

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. The depression, among other mental disorders , is what most affects workers refer Zille , Braga and Marques (2008) .

The process of transforming suffering into illness , management of labor , is articulated to a particular set of practices supported by occupational medicine . There are attempts to silence this suffering from an illness promotional culture in organizations, involving managers , health professionals and family members of workers diagnosed as sick. Realize up evidence of resistance by some workers - ' moving counter-illness '. Despite the changes in clinical practice and the advances made, still shows " iatrogenic acts and violence committed in the name of science, health and well - being of workers " (Brant and MINAYO - Gomez , 2004 , p.1) .

The performances are preventive interventions aimed at preventing the emergence of diseases peculiar to the work, reducing their occurrence and prevalence. So, based upon the epidemiological information about diseases and other specific situations referred Czeresnia, (2003). Prevention is guided from stock identification, control and mitigation of the risk factors of diseases, being the target disease and strategies to combat it (Buss, 2003) .

Disciplines such as engineering, medicine, psychology, physical education, and physical therapy have been devoted to the study of risk prevention of occupational accidents and illnesses , and contributed often to minimize these sufferings . Although it is sought and considered important interdisciplinary work, actions, it seems, are still isolated. The composition of the multidisciplinary team has as primary objective the prevention of risks of occupational accidents and illnesses.

Working in multi and interdisciplinary team can facilitate the mobilization of actions focusing on psychosocial and physical environments, and , in the company's participation in the community , with initiatives effective in promoting healthy work .

The study proposes to examine the impact of business changes on the risks of accidents at work and perspectives of preventive actions from physical education

1. PARTICIPANTS, PROCEDURES AND ANALYTICAL INSTRUMENTS DATA

The study included 2830 workers attended at the Reference Center for Health Workers in Greater Recife / PE, between the years 2008 to 201 , consisting of data that meets the guidance of the Ministry of Health this database, we obtained data on the risks of accidents and illnesses at work.

Data were analyzed using descriptive statistics and inferential, through the programs Statistical Package for the Social Sciences version 17. The descriptive statistical techniques involved obtaining absolute one and bivariate distributions. Included the use of chi-square test with getting the prevalence ratio and confidence interval for this parameter. The margin of error was 5.0 % and ranges with 95.0 % reliability. We studied biological, chemical, physical and psychological, and work-related accidents .

In order to determine the prevalence of each of the work-related diseases more common (RSI / WMSD) , mental disorder and the presence of other diseases related to work) was adjusted regression model for multivariate Poisson for each disease, considering independent variables: gender, age, education, processes of change and profession / occupation. Through the model, are estimated values of prevalence ratios based on independent variables placed in the model.

2 . RESULTS AND DISCUSSION

The results obtained are , significantly , risks of accidents at work , ergonomic , biological, chemical and psychological . You can see , in general , the highest risk was the ergonomic (54.7 %) , followed by the risk of accidents at work (21.2 %) .

It was observed that the highest percentages among employees of companies with intense organizational changes were related to ergonomic risk (68.0 % vs. 52.5 %) and psychological (23.4 % vs. 10.0%) .

In these businesses, where there are deep and intense changes, conflicts, communication difficulties, radical changes in work processes, streamlining of staffing, organizational structure reorganization, changes in vision, mission and organizational values (Santos , Olivetti , Sassaki 2008).

The results indicate that work-related diseases were the most common: " LERDORT " (19.0 %) and mental disorders

(4.7%) . Considering all four (4) work-related diseases (Noise Induced Hearing Loss - PAIR ; Repetitive Strain Injuries and Disorders Osteo -muscular Work Related - RSI / WMSD ; Mental Disorder, Work Accident severe) occurs the presence of 22.7 % of the professionals with some of them.

The percentages of Mental Disorders checked are higher among women with tertiary education, working in professional occupations category Top / liberal, and companies with change processes. The estimate of the existence of mental disorder is also higher in these professional companies.

These variables were significant at 5.0%: sex and whether the company had working or not changes. For these variables, it appears, by the prevalence rate that the probability of having researched the mental disorder increases if the worker is female and the company he worked for had change.

There are signs of evidence of conflict situations experienced individual and collective spaces of work due to suffering and likely compromises that work because of health, the family and other relationships. We observe also the presence of physical hazards, chemical, ergonomic and psychological; sometimes transformed into illnesses, caused by long working hours, the increasing pace and goals, the culture shock, the conditions and labor relations, own operations change processes .

There is a significant association of the occurrence of any of the diseases related to each of the sociodemographic variables. With the exception of the schooling variable, the four (4) others were significant at 5.0% , and these variables can be seen through the prevalence rate , the probability of having researched any work-related illness increases if the worker is : female, if the age groups 50 to 59 years, 40-49 years and 60 years or more compared to those who were 19 to 39 years, the administrative area , followed by those who had higher education or higher courses/professionals compared to those who were operating in the area, and if the company you worked for had the change process.

3. FINAL

The study examined the implications of business change on the risks of accidents and the possibilities of preventive actions from physical education.

The psychological and ergonomic risks in these companies favor the transformation of suffering into illnesses, especially in the study, mental disorders and 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 .

The prevention of such risks and commitments to health workers, through actions taken by multidisciplinary and / or interdisciplinary , by what is seen, can contribute greatly to the prevention and mitigation of accidents and illnesses .

Stands out in particular the contribution of physical education teacher , who through specific methods, for the prevention, can contribute significantly to avoid or minimize the occurrence of mental disorders and RSI / WMSD .

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BUSINESS CHANGES, INJURY RISKS AND WORK ILLNESSES

ABSTRACT

The study aims to examine the impact of business changes on the risks of accidents and the prospects for preventive actions from physical education. The population consisted of 2830 workers, attended by the Reference Center on Health Workers in Greater Recife / PE, between the years 2008-2012. Data were analyzed using techniques of descriptive and inferential statistics, through the Statistical Package for Social Sciences software version 17. The margin of error was 5.0 % and ranges with 95.0 % reliability. And work-related accidents ; biological, chemical, physical and psychological , were studied. The results showed that the ergonomic and psychological factors contribute to the occurrence of accidents when companies are undergoing intense changes. Pointing to demand performance of the physical educator, in a multidisciplinary team , in the prevention of accidents and risks of illnesses.

KEYWORDS : Changes;, Risks of accidents; Physical Education.

ENTREPRISE CHANGE, RISQUES DE BLESSURES ET DE MALADIES DE TRAVAIL

RÉSUMÉ

L'étude vise à examiner l'impact des changements d'affaires sur les risques d'accidents et les perspectives pour les actions de prévention de l'éducation physique. La population est composée de 2 830 travailleurs, assisté par le Centre de référence sur les travailleurs de la santé dans le Grand Recife / PE, entre les années 2008-2012. Les données ont été analysées à l'aide des techniques de statistiques descriptives et inférentielles, par le Statistical Package for Social Sciences version du logiciel 17. La marge d'erreur est de 5,0 % et se situe à 95,0 % de fiabilité . Et les accidents du travail; biologique, chimique, physique et psychologique, ont été étudiés. Les résultats ont montré que les facteurs ergonomiques et psychologiques contribuent à la survenue d'accidents lorsque les entreprises subissent des changements intenses. Pointage d'exiger l'exécution de l'éducateur physique, dans une équipe multidisciplinaire, dans la prévention des accidents et les risques de maladies.

MOTS-CLÉS: Changements; Risques d'accidents, D'éducation physique.

CAMBIOS EN EL NEGOCIO, RIESGOS DE LESIONES Y ENFERMEDADES LABORALES
RESUMEN

El estudio tiene por objeto analizar el impacto de los cambios del negocio sobre los riesgos de accidentes de trabajo y las perspectivas de las acciones preventivas de educación física. La población estuvo constituida por 2.830 trabajadores, atendidos por el Centro de Referencia de Trabajadores de la Salud en el Gran Recife / PE , entre los años 2008-2012 . Los datos fueron analizados mediante técnicas de estadística descriptiva e inferencial , mediante el paquete estadístico para las Ciencias Sociales la versión de software 17 . El margen de error fue de 5,0 % , y oscila con una fiabilidad del 95,0% . Y los accidentes relacionados con el trabajo; biológicos, químicos , físicos y psicológicos fueron estudiados. Los resultados mostraron que los factores ergonómicos y psicológicos contribuyen a la ocurrencia de accidentes en que las empresas están experimentando cambios intensos. Señalando a exigir el cumplimiento del educador físico, en un equipo multidisciplinario , en la prevención de accidentes y riesgos de enfermedades.

PALABRAS CLAVE: Cambios; Riesgos de accidentes; Educación Física.

MUDANÇAS EMPRESARIAIS, RISCOS DE ACIDENTES DE TRABALHO E ADOECIMENTOS
RESUMO

O estudo propõe-se a analisar as consequências das mudanças empresariais sobre os riscos de acidentes de trabalho e as perspectivas de ações preventivas a partir da educação física. A população foi composta por 2830 trabalhadores, atendida pelo Centro de Referência em Saúde dos Trabalhadores, no Grande Recife/PE, entre os anos de 2008 a 2012. Os dados foram analisados mediante técnicas de estatística descritiva e inferencial, por meio dos programas Statistical Package for the Social Sciences na versão 17. A margem de erro foi de 5,0% e intervalos com 95,0% de confiabilidade. Foram estudados riscos biológicos, químicos, físicos e psicológicos; e acidentes relacionados ao trabalho. Os resultados apontaram que os fatores ergonômicos e psicológicos contribuem para ocorrência de acidentes de trabalho quando as empresas estão passando por intensas mudanças. Apontando para a demanda de atuação do educador físico, junto à equipe multidisciplinar, na prevenção de acidentes e riscos de adoecimentos.

PALAVRAS-CHAVE: Mudanças; Riscos de acidentes; Educação física.