47 - THE INFLUENCE OF LABOR GYMNASTICS IN THE MOOD STATES OF THE COLLABORATORS OF GRAMADO CITY HALL, RS

FERNANDA MASOTTI
Centro Universitário FEEVALE - Novo Hamburgo / RS / Brasil
MAGALE KONRATH
Centro Universitário FEEVALE - Novo Hamburgo / RS / Brasil
fernandamasotti@hotmail.com

INTRODUCTION

The world has been taken by the modernity of equipments and machinery, by the need to exceed limits, to break records and to gain time. The search for perfecting and profitability of the companies has been leading the citizens to his physical and psychological border, ignoring, many times, their well-being and their health, not realizing that later that incessant search for a great productivity will generate damages, as a result from that load of work.

The great number of stressed, sick and absent workers has increased along with the demand for services. With this, the companies were obligated to seek alternatives to reverse this picture. One of the alternatives that have been showing effectiveness and positive results is Labor Gymnastics. Cañete (1996) affirms that the Labor Gymnastics is an excellent "tool" that enriches, fortifies, promotes and assures a vigorous health for the collaborators. Based on this, we will have the assumption that a healthful and disposed worker will bring increasingly more benefits to the company, for he produces with more vigor, more disposition, with good mood and, therefore, with bigger income. That way, he will meet the company objectives, productivity and quality, and attending the citizens basic needs, well-being and health.

The daily overload of service and requirements, allied to other negative factors, generates tension to the individual. Through physical activities we try to unload this tension, so that it does not cause displeasure, irritation and suffering, what can lead to other problems, such as fatigue and stress (LIMONGI-FRANÇA, 1997 and 2003).

The literature brings several physical activities application programs related to the disappearance of depression, of stress and anxiety. Nevertheless, the most relevant is the verification of the considerable increase of self-esteem of the practitioners even in the absence of gain in physical capacity (BECKER, 2000).

For better understanding, we will approach the six mood states evaluated in this study.

We find the term tension to speak not only of physical tension but also of emotional tension. In sports psychology, the tension is understood as feelings of rigidity in certain muscular groups, as a result from extreme concerns and frustrations. It is the feeling that follows the muscular effort (BARBANTI, 1994).

Depression is another one of the evils of modernity, characterized by symptoms as a deep feeling of sadness and abandonment, negative or depreciated self-esteem, isolation, lack of appetite, sleeplessness, among others. A depressive state is represented by a personal inadequacy, indicating negative feeling of self-appreciation, adjustment difficulties, emotional isolation, sadness and guilt (BRANDÃO, 2002). It is also seen as a psychomotor deceleration. Indicating symptoms of depression are: guilt, desperation, a pessimistic vision of existence, sleeplessness signals besides modifications in the appetite and weight (DORON, 2001).

The anger factor is defined as an emotional state that varies from feelings of mild irritation to ire associated to stimulations of the independent nervous system. To Brandão ((2002, p. 27), "the anger refers to mood states related to antipathy and anger towards the others and itself. He describes intense feelings of hostility, such as rancor and bitterness, to better clarify this factor." Being an extremely negative factor, it is important to find ways to annul this feeling. Recreational and relaxation activities may be considered as disencumbers and good mood generators.

The vigor factor is characterized by feelings of excitement, willingness and physical energy. Of all the evaluated factors, it is the one that represent a positive mood aspect. (BRANDÃO, 2002). The vigor is related to motivation, to the energy used to transform objectives into plans and projects. To Pieron, motivation is "a psychological factor that predisposes the individual, animal or human being, to accomplish certain actions or to tend to certain ends." (apud DEJOURS, 1994, p. 35). According to Barbanti (1994), motivations is energy, necessity, desire that regulates the direction, intensity and the persistence of the behavior, and is directed to certain objectives.

Fatigue may be defined as a consumption of energy, as a result of a prolonged or repeated effort. It will have repercussions over several systems of the organism, provoking multiple functions alterations, leading to a qualitative as much as quantitative reduction of the work performance, in variable degrees of absenteeism and a series of psychological, familiar and social disorders (LIMONGI-FRANÇA, 1997). Fatigue may also be understood as stress, that Weinberg and Gould (1996) define as a process or sequence of events that lead to a concrete event. It is defined as disequilibrium between the physical or psychological demand capacity and the reply capacity.

Physical exercises promote a bigger body relaxation, softening the day-by-day tensions. A pleasant activity reduces the effects of daily overload of work. (FIAMONCINI, 2003).

The mental confusion is defined by Doron (2001) as disorganization of the mental activities. It is frequently interpreted as a conscience disorder, referring to a disturbance that affects the relations of the subject with the reality and its history.

According to estimates of the World Health Organization (Brazil Health Department, 2001) the so called minor mental disorder assault about 30% of the busy workers, and the serious mental disorders around 5 to 10%. In Brazil, according to statistics of INSS (National Institute of Social Welfare), considering only workers with formal register, the mental disorders occupy the third position among the caused of concession of the social welfare benefit, such as: illness aid, work dismissal for more than 15 days and invalidity retirements. (JACQUES, 2003).

The mental confusion is related to uncertainty feelings, instability in controlling emotions and attentions, unreliability, forgetfulness, inefficiency feeling and concentration incapacity. To act in these situations is one of the objectives of Labor Gymnastics, because by proposing relaxation moments it will relief the overload of pressure, focusing the energy to the health and well-being of the individual.

Despite the little bibliography found in reference to the variation or reduction of the mood states of individuals when submitted to the practice of Labor Gymnastics classes, each day it is observed the great importance of investigating and revealing the results of this proposal in search for a better quality of life related to health. This study proposes to evaluate the way the Labor Gymnastics interferes in the mood states of the employees of Gramado City Hall.

METHODOLOGY

Under the methodological point of view, this research was characterized as descriptive and transversal quantitative research. The random probabilistic simple sample was composed by twenty collaborators of the administrative sector (of a grand total of ninety-two employees), of both genders, independent of age. The experimental period lasted two weeks, in which were applied three

weekly lessons of Labor Gymnastics of fifteen minutes of duration. Ten (10) of the participant collaborators were males and 10 (ten) were females, with ages between 17 (seventeen) and 48 (forty-eight) years old.

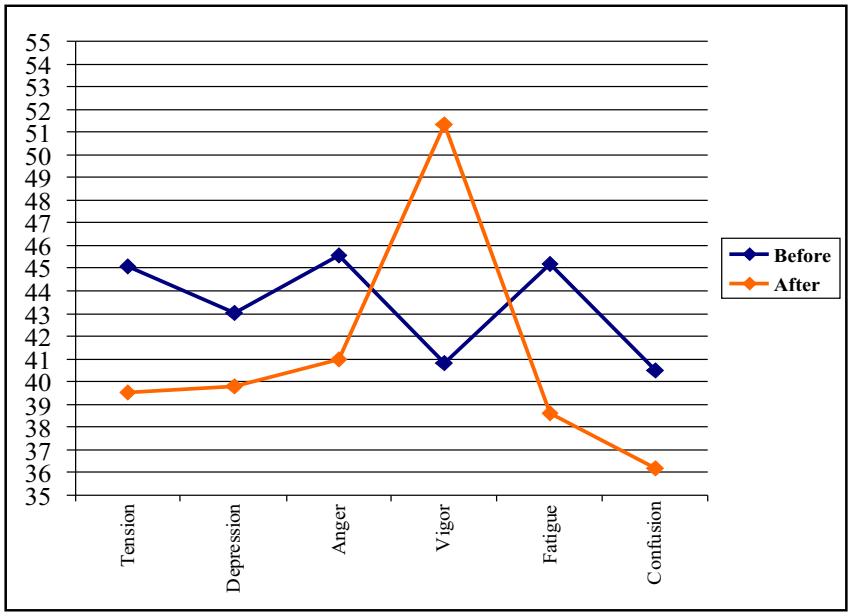
The data were collected through the test Profile of Mood States (POMS), applied before and after each lesson. The POMS Test (Profile of Mood States), developed by Mc Nair and his collaborators in 1971 and adapted by BRANDÃO et al. (1996 and 2002), evaluates six subjective mood states: tension, depression, anger, vigor, fatigue and mental confusion, being that, only the vigor factor is considered as a positive one. The other factors are all negative. To this "curve", presented in the representative results graph of the POMS test, was given the names "*Iceberg* Profile".

Before the beginning of the data collection, all people have been clarified through an assent term, which explained the objective of the study and how the data collection would be made, guaranteeing absolute secrecy about the information.

Data analysis and interpretation

The data had been tabulated in accordance to the frequency and average of results per class and, later to the general average of the classes, which are presented in the graph below.

GRAPH: POMS Test - before and after - General average



In the general average, as well as in the daily graphs, it can be clearly observed the format of an iceberg composed by the six factors that are analyzed on the POMS test. It is verified mood state alteration on individuals, because all the negative factors considerer lowered and the positive factor increased its percentage, characterizing the iceberg profile.

It is noticed that the appliance of Labor Gymnastics classes among collaborators of Gramado City Hall was decisive in altering the mood states of themselves. That was demonstrated not only by the tests, but also through the speech of the participants in this study after each class and in the general comment when returning to their work places.

Final Considerations

The practice of Labor Gymnastics has been obtaining space in the most diverse branches of activities. The implantation of this proposal is due to the concern of the companies with the health and life quality of its collaborators.

This study aimed to bring, scientifically, the importance and influence of Labor Gymnastics on physical and emotional behavior of its collaborators. In possession of the analyzed data, it can be proved that Labor Gymnastics reflects positively in the reduction of the considered negative factors (tension, depression, anger, fatigue and mental confusion) and in the increase of the positive factor (vigor) of those mood states.

In that way, the benefits of Labor Gymnastics are evidenced as an efficient tool to improve the mood states, as well as other factor that interfere positively in the daily routine of the individuals.

Investigating about Labor Gymnastics and the benefits that it brings is instigating. Each day new positive factors are presented as results of this practice. To provide moments of satisfaction, pleasure, relaxation, happiness, and, at the same time, to know that healthy habits are being provided to these individuals that many times never cared about their health and end up waking up for this fact is very pleasant.

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FERNANDA MASOTTI
Centro Universitário FEEVALE
RS 239, 2755 / CEP 93352-000 / Novo Hamburgo - RS / Brasil

THE INFLUENCE OF LABOR GYMNASTICS IN THE MOOD STATES OF THE COLLABORATORS OF GRAMADO CITY HALL, RS

ABSTRACT

Labor Gymnastics consists in physical exercises made inside the work environment, planned according to the played functions. With the objective of integrate, relax body and mind, promote the health, stimulate the practice of physical activities and prevent lesions occasioned by repetitive movements, as well as other work related lesions, Labor Gymnastics has been inserted in companies all over the world, as a support for a better quality of life of the collaborators. The present study has been developed at Gramado City Hall (RS) with the objective of identifying the influence of Labor Gymnastics in the mood states of collaborators. The quantitative descriptive paradigm was used for this study, using as a data collection the POMS (Profile of Mood States) Test, that evaluates the Profile of Mood States trough six factors: tension, depression, anger, vigor, fatigue and mental confusion. Twenty (20) collaborators of the administrative section of the main building of the City Hall participated, being 10 (ten) males and 10 (ten) females. The ages varied from 17 (seventeen) to 48 (forty-eight) years old. This study proves that the practice of Labor Gymnastics influences positively on the individuals mood states, creating healthier environments, harmonious, providing improvements in the interpersonal relationship and in the relationship with the public, bringing more joy, willingness, confidence, satisfaction and appreciation.

Key-words: Labor Gymnastics, Mood States, POMS Test.

L'INFLUENCE DE LA GYMNASTIQUE DU TRAVAIL SUR LES ÉTATS D'HUMEUR DES COLLABORATEURS DE LA MAIRIE MUNICIPALE DE GRAMADO, RS

RÉSUMÉ

La Gymnastique du Travail consiste à faire des exercices physiques développés dans l'ambiance de travail, planifiés selon les fonctions exercées. Avec l'objectif d'intégrer, décontracter le corps et l'état mental, promouvoir la santé, stimuler la pratique de l'activité physique et prévenir des lésions occasionnées par des mouvements répétitifs, au-delà d'autres lésions relatives au travail, la Gymnastique au travail est insérée aux entreprises du monde entier, comme support d'une meilleure qualité de vie aux collaborateurs. Le présent étude a été développé à la Mairie Municipale de Gramado (RS) avec l'objectif d'identifier l'influence de la Gymnastique au travail sur les états d'humeur des collaborateurs. Pour cette étude a été adopté le paradigme quantitatif descriptif, en utilisant comme instrument de collecte de données le test POMS (Profile Of Mood States) qui évalue le Profil des États d'Humeur, à travers six facteurs : tension, dépression, rage, vigueur, fatigue e confusion mentale. En participent 20 (vingt) collaborateurs du secteur administratif du bâtiment de la Mairie, étant 10 (dix) du genre masculin et 10 (dix) du genre féminin. L'âge a été de 17 (dix-sept) à 48 (quarante-huit) ans. Cette étude constate que la pratique de la Gymnastique du Travail influence positivement les états d'humeur des individus en créant des ambiances plus salutaires, harmonieuses, proportionnant un meilleur rapport interpersonnel et avec le public, apportant plus de gaieté, de disposition, de confiance, de satisfation e de valorisation. Mots-clés: Gymnastique au Travail. États d'Humeur. Test POMS.

LA INFLUENCIA DE LA GIMNASIA LABORAL EN LOS ESTADOS DE HUMOR DE LOS COLABORADORES DEL LA MUNICIPALIDAD DE GRAMADO, RS

RESUMEN

La Gimnasia Laboral consiste en ejercicios físicos desarrollados en el ambiente de trabajo, planificados de acuerdo con las funciones desempeñadas. Con el objetivo de integrar, relajar el cuerpo y la mente, promover la salud, incentivar la practica de actividad física y prevenir lesiones ocasionadas por movimientos repetitivos, y también otras lesiones relacionadas al trabajo, la Gimnasia Laboral ven siendo inserida en las empresas de todo el mundo, como suporte para una mejor cualidad de vida de los colaboradores. El presente estudio fue desarrollado en la Municipalidad de Gramado con lo objetivo de identificar la influencia da Gimnasia Laboral en los estados de humor de sus colaboradores. Para este estudio fue adoptado lo paradigma cuantitativo descriptivo, utilizando como instrumento de coleta de dados, el teste POMS (Profile Of Mood Status) que evalúa el Perfil de los Estadios de Humor, a través de seis factores, sendo eles la tensión, depresión, rabia, vigor, fadiga y confusión mental de los individuos. Hicieron parte 20 (veinte) colaboradores del sector administrativo del predio principal de la Municipalidad, siendo 10 (diez) del sexo masculino y 10 (diez) del sexo femenino. La faja de edad fue de 17 (diecisiete) hasta 48 (cuarenta y ocho) años. Este estudio comprueba que la práctica de Gimnasia Laboral influencia positivamente en los estadios de humor de los individuos, creando ambientes más saludables, harmoniosos, proporcionando mejoras en las relaciones interpersonales y con el público, trayendo más alegría, disposición, confianza, satisfacción y valorización. Palabras-llave: Gimnasia Laboral, Estadios de humor, Teste POMS.

A INFLUÊNCIA DA GINÁSTICA LABORAL NOS ESTADOS DE HUMOR DOS COLABORADORES DA PREFEITURA MUNICIPAL DE GRAMADO, RS

RESUMO

A Ginástica Laboral consiste em exercícios físicos desenvolvidos dentro do ambiente de trabalho, planejados de acordo com as funções desempenhadas. Com o objetivo de integrar, relaxar corpo e mente, promover a saúde, incentivar a prática da atividade física e prevenir lesões ocasionadas por movimentos repetitivos, além de outras lesões relacionadas ao trabalho, a Ginástica Laboral vem sendo inserida nas empresas do mundo todo, como suporte para uma melhor qualidade de vida dos colaboradores. O presente estudo foi desenvolvido na Prefeitura Municipal de Gramado (RS) com o objetivo de identificar a influência da Ginástica Laboral nos estados de humor dos colaboradores. Para este estudo foi adotado o paradigma quantitativo descritivo, utilizando como instrumento de coleta de dados o teste POMS (Profile Of Mood States) que avalia o Perfil dos Estados de Humor, através de seis fatores: tensão, depressão, raiva, vigor, fadiga e confusão mental. Participaram 20 (vinte) colaboradores do setor administrativo do prédio principal da Prefeitura, sendo 10 (dez) do gênero masculino e 10 (dez) do gênero feminino. A faixa etária foi de 17 (dezessete) a 48 (quarenta e oito) anos. Este estudo comprova que a prática de Ginástica Laboral influencia positivamente nos estados de humor dos indivíduos, criando ambientes mais saudáveis, harmoniosos, proporcionando melhoras no relacionamento inter-pessoal e com o público, trazendo mais alegria, disposição, confiança, satisfação e valorização.

Palavras-Chaves: Ginástica Laboral, Estados de Humor, Teste POMS.