

Research article

GIFTS UNPRODUCTIVE: a new name for old situations

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ABSTRACT

You need evidence to be present in the workplace does not constitute work attitude, since the major concern of workers is to ensure the sustenance of family tolerating the suffering instead of risking your job. Based on these perspectives was decided to analyze the scientific articles published about the phenomenon presenteeism in business in general. **Methodology:** literature in Medline, Lilacs, BEDENF, SciELO, Bank of Theses and Dissertations Portal Capes. **Results:** We identified 17 articles that addressed somehow worker health and the difficulties of working without necessary physical conditions. But as the focus of this research was exclusively the direct relationship of presenteeism in companies, only 7 articles were included in the table throughout the text. **Copyright © WJMMS, all rights reserved.**

Descriptors: Presenteeism, Production, Worker Health

Introduction

This article came from observations and conversations with peers from companies I've worked on some situations witnessed in the workplace which caught my attention, professionals who were working, but in fact were not producing. Discussing the subject responded that they could not stay home because missed a few times and have been reprimanded, and could not be employed because in his words were breadwinners, with son, mother, husband ultimately dependent on it. And this situation has been going on regularly in the workplace.

In this context, a fall production however small may produce an inefficient outcome for the whole team, since the individual is in the work environment without producing enough, and this situation has occurred in companies. For those who suffer with this problem this routine is nothing likable. Thus it is believed that these individuals are dominated by subsidence with high stress levels, and suffer physical and emotional consequences contaminating negatively staff. Presenteeism is also considered as a result of adjustments and restructuring in organizations, from the 1990, because of high rates of unemployment, restructuring in the public and private sectors and reducing the number of employees in the public sector, a scenario that caused instability in employment and increase in temporary contracts, in addition to cost savings and benefits offered by companies. (SANDI, 2006).

We stress that often, due to the stress of prolonged work hours, and sometimes authoritarianism, presenteeism is not diagnosed, and only a small proportion seek help. Continuing according to Farias and Zeitoune (2004) the health-disease-work has been permeated by factors causing damage to physical and mental health workers, such as prolonged working hours, authoritarian interpersonal relationships in the workplace, monotony or pace of work by the demands of productivity, automation due to performing repetitive actions with tasks installment and low pay relative responsibility and complexity of the services performed. So, presenteeism is a phenomenon that affects many employees who, despite being sickened, not seeking their rights and benefits for absences for health treatment for fear of losing their jobs when the end of a departure. Already much has been identified in Brazil, but a more detailed analysis, the subject, exist only outside the country (SELIGMANN, 2011). It is really about the search unmotivated worker, who may be sick and still came to work, since it can be a host microorganism may contaminate coworkers, without forgetting that a situation of high stress can lead to depression consequently the mental strain. Thus the term presenteeism was created to describe the relationship between illness and lost productivity, a result of overwork and the feeling of job insecurity resulting new working relationships, characterized by high rates of unemployment, restructuring in the public and private sectors, decrease in the size of the organization, reducing the number of workers, increase the number of people on temporary contracts and reducing benefits.. (SANDI, 2006).

This term, still little known, interfere as much or even more than absenteeism on the performance of a worker. This is physically present, but without producing as it should due to several factors such as dissatisfaction, pessimism, high stress, discouragement. This situation hinders the diagnosis of the problem and brings damages to both the company and for the coworkers who often are "contaminated" by this apathy, lack of productivity and decision making. (JOHNS,2010) As discussed presenteeism remains independent of interpersonal relationships, there are the basic human needs, influencing the behavior and efficiency of working. On the other hand, the employer must verify the presence of all, though, and perhaps even he might need the efficiency in production, because it has no way to measure, although given the importance and benefit to a company can identify the measures good value and cost / benefit to be taken to recover even if in part, the lost productivity due to health conditions of workers.

Viewed in this light the importance of human needs vary according to the culture of each individual and each organization, hence the quality of life at work is not only determined by the individual characteristics and not by organizational characteristics, but by systemic interaction between them. (CHIAVENATO, 1999). On the other aspect, it is important to understand that quality of life does not limit the satisfaction of being employed, but other essentials are important as the physical, psychological, level of independence, personal relationships, self-esteem, the environment, religion are elements that make up the perception the individual and their position in life in the context of culture and value system in which he lives, in relation to their goals, and expectations, because quality of life gives double meaning coexisting in different fields of knowledge.. In relates presenteeism is a relatively new concept which characterizes the situation in which an employee going to work feeling bad, under conditions that compromise its performance and productivity, and creates the risk of infection of peers, where the malaise stems from a contagious disease. From this statement authors concluded in a study developed by Advance PCS revealed that the total annual cost of lost productivity as a result of illness is U.S. \$ 225 billion. Thus, presenteeism accounts for about \$ 180 billion of that total. The organization partnership for Prevention, dedicated to the study and dissemination of strategies for prevention of occupational disease, estimates that in 2006 alone, the United States, are spending about \$ 1.9 trillion in health care.(And Ballalai Migowski, 2006). Continuing the theory of human motivation is based on the hierarchy of human needs, where every human being has common needs motivating behaviors in an attempt to meet these needs and link them neatly. So the human being is always experiencing satisfaction levels successively and these theories were distributed into five levels, as basic needs, the physiological, safety needs, social needs, self-actualization needs, and the needs of the ego, the self esteem. (Maslow 1954).

Remember that companies are increasingly involved with programs of health management strategies and searching for its employees to produce more and feel better in the workplace. It is true that the quality of work life sharpens the sensitivity of managers in the sense that you should make a connection with health and productivity, they are thinking I rise in corporate production. According to the Ministry of Health the term health worker refers to a field of knowledge that seeks to

understand the relationship between work and health / disease process. Thinking about this concept we can understand that the health-disease process is dynamic and can be structured and linked to the modes of production development.

In this context we are interconnected in this process and without restrictions, health, illness and work, and for various reasons, this binding is, when there is work hard, be performed when a certain kind of work that gives us no pleasure or when we have to work. (RIBEIRO,2008) .
So this sense of obligation to work , be added to the concept of work as prescribed refers to what is expected under a specific work process with its local singularities , being bound on one side the rules and objectives set by the organization work and on the other , to the conditions that are offered .

In this context , opposing to absenteeism , presenteeism has , which means the condition in which people attend to the work environment , but perform activities relating to their duties in a non- productive , ie not perform well for problems physical and mental work-related. (ORANGE, 2009).

The presenteeism related health problems and lost productivity , the result of overwork and the feeling of insecurity as a result of new working relationships , characterized by high rates of unemployment , restructuring in the public and private sectors , decrease in the size of the organization , reducing the number workers , increasing the number of people with temporary contracts and reducing benefits . (Sandi,, 2006) .
It can be said , briefly , that indicates what ' should be done ' in a particular work process . This concept is based on studies conducted in real work situations, which have highlighted that the work is much more than expected and perceived from the outside, it is always different than planned. (Brito,, 2009) .

Seen in this light these studies allowed initially provided evidence that labor faces : the task prescribed work and real activity , emerges when the question begs , is that managers feel prepared to invest in projects and educational activities for their business.

Importantly Week for the Prevention of Accidents (SIPAT) , since it is intended for prevention, both in respect of accidents at work as occupational diseases , where subjects featured are health and safety , and discusses nutrition , group integration , health and other interpersonal relationships .

So we put in evidence the importance of the participation of the employees involved, too, managers and workers in general, but should not be only this, but, despite being mandatory activity for all companies, is only performed annually, according to NR5. (Junior,2013)..

It is worth emphasizing that prevention work, laudable and indispensable within companies, not abstracts presenteeism, since the employee participates, but still hiding your feelings and apathy. Other authors confirm that defensiveness is to avoid all occasions of discussion. Workers just listen and continue in their work process.

When you are charged , presenteeism occurs , ie , do everything to stay working , even at the cost of great suffering . They turn more to their work , strive to the fullest , because this way they avoid direct contact with coworkers and superiors , because they are committed to their maximum output. Accelerate the work has a high price - is the transposition of psychological distress to the body. (Silva and Zambroni OLIVEIRA, 2011) .

Referring to the work emancipator and libertarian , remember that a high level of stress also stems from the need for workers to be always prepared to produce asking demand , since the production is custom . Thus must adapt immediately to the new production throughout the day.

It is also necessary that the employee be available to incorporate into your routine at work arduous and exhausting, many hours of work, if it is deemed necessary to meet demand. The easing of labor becomes another essential requirement for the employee entered into the system toyotista. (Futata , 2005) .

On the other side, Horta, (1979), states that certain human needs are more basic than others , ie , some requirements must be met before others.
In this sense it is also known that in some companies there are programs des educational activity, but actually to avoid presenteeism, it is believed that the solution would be to seek partnerships, perhaps clinics with health plans, which may offer a treatment with syndromic approach, ie, find out what the worker angst in that moment, providing a bond of trust, since these actions come only motivate us to work more enjoyably.

And finally business managers , focused on performance and image in the labor market may be awakened to the fact that workers must be considered in its entirety because , unlike machines , humans are endowed with the subjectivity fundamental ability to think , create and work. (Maeno, 2011).

In order to understand the relationship between health care and employment, the employee appears as the subject , along with academic knowledge and health professionals in the struggle for the transformation of work processes , " in order to rescue the real ethos of work : libertarian and emancipatory " (LACAZ,2007) . Marziale and Silva (2003) suggest that perceptions of others, including the quality of labor relations play an important role in the occurrence of this ism and absenteeism. . Modality of absenteeism, presenteeism is little studied, emerges as a serious problem and has been researched in some countries, in view of the consequences that it may come: the costs visible and invisible, the reflection on productivity, especially on worker health. (ARAUJO, 2013). It is of paramount importance to clarify that the term presenteeism and studies addressing this issue are recent , so it lacks quantitative data and even an internationally recognized protocol that is trustworthy and fulfilling the task that measurement.(TAVARES and Kamimura,2012).

Methodology

The present study used the databases Medline, Lilacs, BEDENF, ScieLO, Bank of Theses and Dissertations Portal Capes, analyzing the articles published on the phenomenon presenteeism in business in general. Results and Discussion: We identified 16 articles that addressed somehow worker health and the difficulties of working without necessary physical conditions. But as the focus of this research was exclusively the direct relationship of presenteeism in companies, only six articles were included in the table below.

Quadro 1. Artigos levantados através da internet e Revistas

Nome do Artigo	Autor (es)	Ano de publicação
<i>Afastamento do trabalho: absenteísmo e presenteeísmo em uma Instituição Federal de Ensino Superior</i>	Jane P. Araujo	2013
<i>Gestão em Saúde Corporativa: Absenteísmo e presenteeísmo</i>	Renata da S. Cardoso R. Tavares Quésia Postigo Kamimura	2013
<i>Saúde mental do trabalhador: o assédio moral praticado contra trabalhadores com Ler/Dort</i>	Edil F.da Silva Keila K. M.de Oliveira Paulo C. Z. Souza	2011
<i>Presenteeísmo em diferentes Países. Uma perspectiva integrativa.</i>	Seligmann SE	2011
<i>O Contexto organizacional e a experiência de stress: uma perspectiva integrativa.</i>	Laranjeira A Carlos	2009
<i>Presentismo: potencialidad en accidentes de Salud.</i>	Sandí GF	2006
<i>Imunização e Prevenção nas Empresas. Um guia de orientação para a saúde dos negócios e do trabalhador</i>	Isabella Ballalai Edmilson Migowski	2006

Seventeen articles on concern about the health of the worker were published in Brazil and two out of the country, 1 in Costa Rica, one in the UK.

Conclusion

It is this reality that manifests the multifaceted field of labor relations, which emerge in the dyad absenteeism versus presenteeism. The good manager recognizes that health and quality of life at work need to walk together, because it becomes a motivating factor in the economy with guaranteed success of the company. On the other hand, the inability to work can cause damage affecting the production and the company's profit.

Given this perspective, the act of managing new trends currently determines which reads "competition" the affirmation of the permanence of their market or their extinction, since the process itself in people management is encouraging businesses and organizations paradigm shifts in constant pursuit of excellence and crediting which demonstrates how important and imperative to respect and care for their workers, for a quality of life at work.

It is not intended to dictate rules or duties, only explain a simple phrase that can open minds and hearts. "It is not enough to read that Eva saw the grape." You must understand what position Eva occupies in its social context, those who work to produce the grape and those who profit from this work. (Freire, 1991).

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