


CHAPTER 83

The Importance Of Organizational Culture In The Success Of Companies

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Fabian Mauricio Martinez Fernandez

ORCID: <https://orcid.org/0000-0002-0276-9126>
Surcolombiana University; business administration and economics College. Business administration program; Garzón Huila Colombia Headquarters; E-mail: u20151132591@usco.edu.com

Norma Constanza Rodas

ORCID: <https://orcid.org/0000-0002-4393-0262>
Surcolombiana University; business administration and economics College. Business administration program; Garzon Huila Colombia Headquarters E-mail: U20152140270@usco.edu.com

Lina Maria Polanco Cardozo

ORCID: <https://orcid.org/0000-0002-2772-5904>
Surcolombiana University; business administration and economics College. Business administration program; Garzón Huila Colombia Headquarters E-mail: U20142129467@usco.edu.com

ABSTRACT

This article discusses the definition and measurement of organizational culture and its impact on

organizational performance by reviewing existing empirical research and the link between models and organizational culture and performance. This work aims to analyze the degree of influence of the organizational culture and make recommendations for improvements applicable to the public and private sectors to increase the efficiency of the services provided and the organization in its clients or the community. An analysis of a large body of literature found that organizational culture has a deep impact on the diversity of organizational processes and their performance. It also describes different dimensions of culture. Research shows that if employees are engaged and share the same norms and values as the organization, they can improve performance to achieve the organization's overall goals, at the same time, the company must understand and grasp the complementary relationship between strategic management and organizational culture can help improve quality and overall competitiveness, promote access to quality, sustained and healthy development.

Keywords: Organizational culture, Companies, Success, Innovation, Research.

1 INTRODUCTION

Second The Organization world in Health (WHO) The adolescence it is related to period gives life in between you 10 and 19 years old, at the which occur deep changes, characterized mainly by rapid growth, emergence of the characteristics sexual secondary, awareness gives sexuality, structuring gives personality, adaptation environmental and social integration.

O century XXI, The was gives modernity, in big ones changes in values morals and in behaviors, The pregnancy precocious still It is a theme little discussed in the schools and in the

Brazilian families, however, sex life is starting earlier and earlier, and measure what you years old they go passing it is initiation becomes still most precocious. THE pregnancy in adolescence most of the time it negatively affects the family relationship and in school life, moving the teenager away from school and possibly restricting your upcoming professional. The pregnancy seen at this stage is a reality in Brazil and, despite susceptible in any class Social, you factors economic and Social are determinants us indexes statisticians. (RODRIGUES; SILVA; GOMES, 2019).

Furlani (2011) reports that an unplanned pregnancy in adolescence requires a greater attention. The strategy of developing in young people responsibility for the acts of practice sexual, well as The understanding From effects in one pregnancy no planned, has been O focus in some investments educational. In wake up with The author, create mechanisms what inform, guide and raise awareness you teenagers about sexuality, mainly about sexual practice and its consequences, is relevant to awaken us young people O interest in to meet all you scratches arising in acts sexual, From methods of protection and prevention. It is essential that they receive effective guidance for the construction in your maturity and, so, have The capacity in to take decisions conscious and prevent an unplanned pregnancy.

At the Brazil, O Ministry gives Health (MS) has worked in manner articulated for reduce The rate in pregnancy at adolescence. The percentage still lies 18% above gives high worldwide rate, but as efficiency gains in joint actions, it is possible, in addition in decrease O indicator in yes, improve others important numbers, as of miscarriage , birth premature and mortality maternal, evasion school, potential I established ment in dysfunctional and vulnerable families, abuse of alcohol and other drugs, as well as as in situations in abandonment, abuse, violence and lack in protection effective at children and to the adolescents (BRAZIL, 2010).

Thus, this work becomes essential to open discussions on the subject, through lectures and educational activities aimed at raising awareness among students and inviting them The reflect about at consequences in one pregnancy no planned.

2 METHODS

This article was carried out through a lecture at ETE-Pedro Muniz Hawk, approaching O theme about The prevention gives pregnancy at adolescence, being given by the students of first semester, at subject in Interaction in Health at Community (IESC), of course of medicine gives FAP-Arariquina, in year of 2022

In addition, as an intermediary means, the slide presentation was used in the lecture using data show to make the environment more visual and generate greater understanding among teenagers. Thus, the resource used was the presentation in Power point.

In sequence, two surveys were carried out, the first survey sought to find out the level of prior understanding of sex education, before the proposal presented. After that, a second survey was carried out regarding the level of understanding about education sex after explanation of thematic.

The inclusion methods for this article were selected adolescents from 14 to 18 years. Using the method of excluding students who are outside this range age (14-18 years).

Against of high index in teenagers pregnant at the County in Arariquina, emphasizing the Alto da Boa Vista I neighborhood, where of the 69 pregnant women followed in the pre- Christmas, 20 are teenagers, according to data from the Citizen's Electronic Record (PEC), it is done required O debate about

gives current situation. of this form This one job will promote discussion on the topic while raising awareness among students for the related issues The pregnancy and the use of contraceptive methods .

This research will also bring information to the school community about the consequences in one pregnancy unwanted, already what The same affect directly O educational performance, where these adolescents move away from school activities due to the care needed before and after this phase. work with teenagers pregnant in wake up with moreira et al. (2008) implies in challenges for understand This one world full of subjectivity and contradictions.

3 RESULTS AND DISCUSSION

It was observed, at first, in the Family Health Strategy-Alto da Boa Vista I, one determined the amount in teenagers pregnant. Of that form, felt The need in address The "prevention gives pregnancy at adolescence", theme That what he was reinforced with The percentage issued fur PEC, with that, were used topics, as "O what It is to be Adolescent?"; "Consequences gives pregnancy at adolescence"; "Planning familiar" and "Methods Contraceptives"— with The goal in awareness.

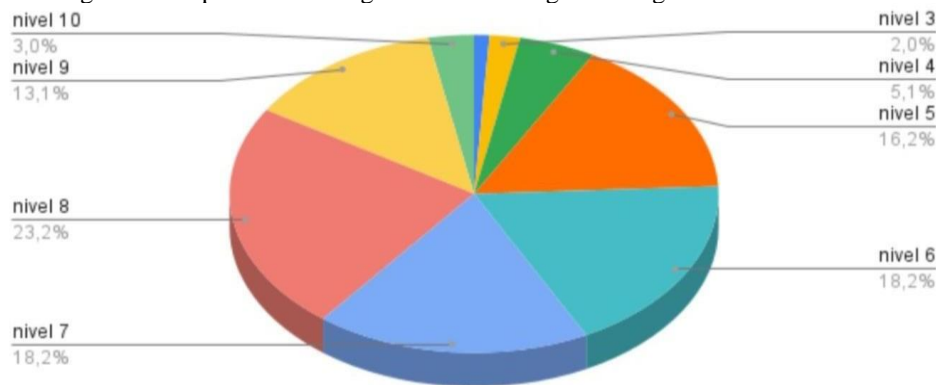
THE adolescence, phase of cycle vital in between The childhood and The adulthood, It is characterized per biopsychosocial changes peculiar to each being, transforming habits and consolidating behaviors. In this phase, you teenagers they can experience new experiences, many times with scratches against of vulnerabilities, being one from them The precocity gives activity sexual, moved fur pleasure momentary, ignoring The possibility in pregnancy and contamination and/or spread of sexually transmitted infections (FAIAL et al, 2019).

In general, teenage pregnancy is classified as risky, because represents a biological risk situation (for both mothers and newborns) born), and exist evidence in what This one phenomenon still reverberates in way negative in school dropout rates (both before and after pregnancy), impacting the level in schooling gives mother, decreasing your opportunities future (DAYS; TEIXEIRA, 2010).

Second Rock (2006) O planning familiar presupposes one assistance what be likely to offer at alternatives possible in methods contraceptives, well as O knowledge in your indications, contraindications and consequences in use, ensuring elements necessary for The free choice of method what best if adapt The women or to couple. O planning familiar also includes O side dish From couples infertile. With O development technological at the field gives contraception and you advances at the scope gives health sexual and reproductive, provide information and means related to the methods contraceptives existing It is one of best shapes in accession The a prevention program. Offering choices to the young woman, or even to the couple, generates safety and, consequently, best use of method. This one It is a time very important, implies in one life sexual safe and satisfactory, by having The capacity in reproduce and The freedom in decide about When and how many times he must do it (BERLOFI you in the, 2006).

Given this condition, the activity was carried out on July 4, 2022, at the Monday, with The approach From topics, presented previously, at the auditorium gives ETE - Pedro Muniz Hawk, with The use in methods quantitative, in responsibility and direct collaboration of the students, where it was given to the students to poll both at the beginning of the lecture and at the end to be answered by them. By having as result, of that survey, a total in 99 answers about O your knowledge prior before and after activity.

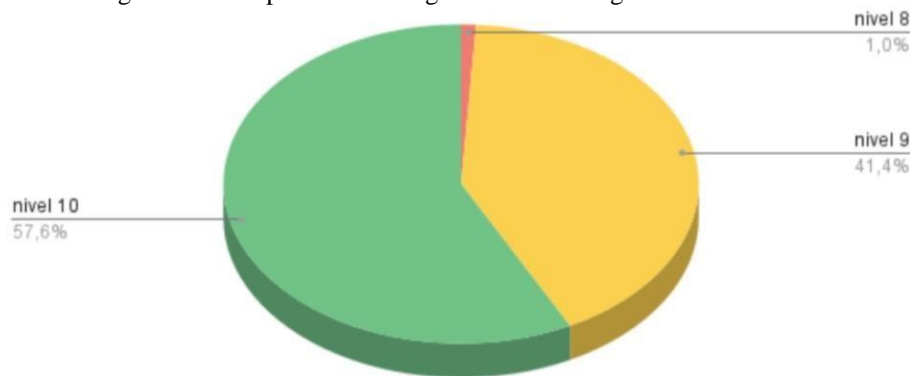
Figure 1: Graphic related to grade in knowledge before gives lecture.



Total: 99 estudantes

Source: authors

Figure two: Graphic related to grade in knowledge after The lecture.



Total: 99 estudantes

Source: authors (99 STUDENTS)

In wake up with The figure 1, It is possible to notice what, although in be one diversification of knowledge levels before the lecture takes place, there is a prevalence level 8, referring to a good degree of knowledge. However, analyzing Figure 2, it is It is clear that there has been a significant increase in this degree, since there is a prevalence of levels 9 and 10, showing The importance gives propagation in knowledge for that public- target.

Thus, it can be seen that the lectures are opportunities to learn more about a particular issue that, in a very significant way, can impact the way of working, productivity, studies and even the way a person he can to see the world.

4 CONSIDERATIONS FINALS

This project proposed to elaborate a dynamic and reflective lecture, in a way that would add knowledge, as well as clarify the young people of the ETE school - Pedro Muniz Falcão on the prevention of teenage pregnancy. for the work was not merely expository, we sought the help of tools that could become more absorbable The thematic. can, so, to arrive The some conclusions: although in a public well diversified, the teenagers, after the lecture, developed a greater knowledge (a addition) on The pregnancy in adolescence.

In addition, the lecture generated great satisfaction for the group, since it was important to pass on a content of great relevance nowadays, as well as open space for possible doubts that the students present could have about the theme.

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