


The student's professional development through the partnership between technical schools and companies

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ABSTRACT

The article demonstrates, through the practice of a TCC project, the importance of Technical Schools establishing partnerships with companies in the city where students can develop projects to, through studies on problem situations that the company may have, propose solutions that help it neutralize or minimize these impasses. It also demonstrates that the experience of high school and technical students in the administrative activities of a company provides significant skills in students to work in the job market, based on a TCC project focused on the Quality of Life of the employees of the partner company aiming at improving and increasing productivity. The project was carried out with students from the Technical Education Integrated to High School in Administration at Etec de Itararé, through the Development of the Course Completion Work component, relating theoretical and practical knowledge of People Management and Physical Education, from the Common Base of High School, in addition to a partnership with the Nutrition and Dietetics course and with the company Fort Paletes de Itararé. With the results obtained, it is possible to perceive the importance of pedagogical practices applied outside the school environment with partner companies, bringing students closer to the job market even before completing high school, so that they develop essential skills for their professional success.

Keywords: Quality of life, Healthy eating, Workplace gymnastics, Partnership, Essential competencies.

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INTRODUCTION

In the 90s, companies began to invest in public education, intensifying the partnership between schools and companies with a focus on the financial field. However, according to Heidrich (2010), it is important that there is a focus on the teaching-learning process and not only on the visibility of the company, highlighting as an example the company Natura, which has long-term programs related to education.

According to the author, the "Partnerships between Schools and Companies" are agreements and projects with activities that should guarantee student learning and, mainly, the improvement of the teaching-learning network, which should be provided for in the school's Pedagogical Political Project, determining at what point the company can help in this process. This is because "everyone has to be in tune with the purposes and objectives of the school" (Heidrich, 2010).

Based on these programs and on the Essential Competencies of the Technical Course in Administration, such as: a) Develop skills to act, critically analyzing the organization's issues, seeking improvements and providing transformations and, b) Apply planning, management, evaluation and control techniques, for insertion in the context of the administrative services of organizations; The project demonstrated in this article sought to answer the problem: How to put into practice the administrative theories of the classroom in companies, during the course of high school integrated with the technical one?

From this problem, the team raised some hypotheses: a) When making technical visits to companies, students will be able to visualize the classroom theories of specific disciplines; b) Projects carried out in partnership with companies that welcome students within their facilities will be able to bring better results in the learning process of the practice of administrative theories.

With this last hypothesis, the team sought information in the theory about the origin of work in man's life and its importance, observing the article by Mendes (2013), which reports work since antiquity as a social condition in order to meet man's basic needs, such as: food, housing and good quality of life. However, work goes beyond satisfying these basic needs, enabling a transformative action that empowers and encourages man to develop, which contributes in a positive way, avoiding frustrations.

Based on this analysis, well-being at work becomes important, determined by several authors as Quality of Life at Work (QWL) and, for França (2014, p.12), it is defined as a way of involving people in the organization of work, in the concern for the well-being of the worker, in organizational effectiveness and in the participation of employees in the company's decisions.

França (2014, p. 16) discusses the importance of the company developing a QWL program for its employees:



"The interventions of the QWL program, according to Huse & Cummings (1985), positively affect communication and coordination, which are preliminary conditions for better productivity. QWL motivates workers, especially when they satisfy their individual needs. It can also improve the worker's capacity by improving their performance, motivation and the worker's capacity, which are prerequisites for greater productivity."

To develop a program that can achieve the expected objective, the company must follow four pillars, which, according to the author, are: "Worker participation in the company's decision-making; Restructuring of the position that must meet technological needs; Innovation in the reward system, reducing salary and status differences; Improvement in the work environment".

Based on these studies, the project focused on the last pillar highlighted – Improvement in the work environment, which aims at changes in working conditions such as: flexible hours, modification in layout, equipment and attitudes to protect the health of workers in the workplace, among others.

According to Colengui (2003, apud Rocha, 2007), "within the sphere of quality of life at work, the company must have a functional *layout*, which provides employees with comfort, well-being, satisfaction and safety."

Analyzing the "*functional layout*" focused on well-being and safety at work and seeking to develop a project for the health of employees, the team aimed at two issues in the project: a) Healthy Eating and b) Physical Exercises such as Workplace Gymnastics in companies.

Food, according to Ferraz. et al (2009), plays a fundamental role in the performance of a company's employees, as an unbalanced diet full of "heavy" foods can generate indisposition, influencing the performance of workers after lunch. The ideal for employees to earn more is to encourage them to have a healthy diet, favoring vegetables and legumes.

Workplace Gymnastics, according to Melatti (2014), are exercises practiced in the workplace itself, which provide relaxation, good physical conditions and well-being and are directly related to the quality of life of the organization.

With the proposal to encourage these two practices within the company, the team sought to bring improvement both to the company's productivity and, mainly, to the quality of life of employees.

OBJECTIVE

The article brings two proposals as a central objective, both of which are important for the development of the student, especially in technical schools:

1. Demonstrate, through the practice of a TCC project, the importance of Technical Schools establishing partnerships with companies in the city where students can develop projects, proposing solutions to problem situations that can help neutralize or minimize them.



2. Provide the experience of High School and Technical students in the administrative activities of a company, based on a TCC project focused on the Quality of Life of the employees of Fort Paletes de Itararé, aiming at improving and increasing the company's productivity.

MATERIALS AND METHODS

In order to provide pedagogical practices that would bring students closer to the job market, a partnership was established between Etec de Itararé and the company Fort Paletes, in 2016, in order to develop a project based on a problem-situation of the company, involving classroom theory with business practices.

For the construction of the project, four students from the High School Integrated with the Technician in Administration at Etec de Itararé, partnered with the school's Nutrition and Dietetics course to create a balanced menu with healthy foods for employees. In addition, the following components were integrated: People Management, Physical Education, Planning and Development of the Course Completion Work (PDTCC).

The project was developed and applied in 2016 during the DTCC classes in which the theoretical part was developed and in August it began to be put into practice. Thus, the activities were carried out in the company through surveys with those responsible for the Human Resources and Occupational Safety sectors, to collect data on: sectors of the company with its production and recreation layout, employees and activities performed, workload and survey of knowledge on the topics dealt with in the project, through a questionnaire.

After this first study, the team developed the project and presented it to those responsible for validation, authorization and application, based on a schedule according to the availability of the company and the students, as shown below:



Figure 1: Project Timeline

ACTIVITY	DATA	TIME
Lecture with students about: Quality of life in organizations Participation: Human Resources and Physical Education Professionals	10/10/2016 SIPAT-Internal Week for the Prevention of Accidents at Work	Time: 4:00 pm Duration: 50 min.
Application of Workplace Gymnastics by students with a Physical Education professional	Monday - Assembly Sector = 17, 24 and 31/10 Wednesday - Machining Sector = 19 and 26/10 and 03/11 Friday - Cape Machine Sector = 21st and 28th October and 04th November	Time: 08:00 Duration: 15 min.
Application of questionnaire to employees about: Lecture, Healthy Eating Menu and Workplace Gymnastics	10/11/2016	12:00 to 13:00 (Lunch time)
Feedback to the company on the results obtained	24/11/2016	14h30m

Figure 1 Source: Developed by the authors

RESULTS AND DISCUSSION

The classes of the PDTCC component focus on developing the following skills: Evaluate demands and problem situations within the professional area, propose solutions parameterized by technical and economic feasibility to the problems identified and analyze quality management methodologies in the professional context.

Based on these competencies and the students' choice of the theme Quality of Life at Work, the project was proposed in partnership with the company Fort Paletes.

First, at PTCC, planning and theoretical studies were carried out to support the project and research on the company's website on: products and services, strategic planning, main customers. On 08/18/16, the team went *on site*, in order to get to know the company, the sectors, the activities they perform and apply qualitative and quantitative surveys with employees, highlighting the data:

1. The company has 70 employees in the operational part, invests in security and training. The opening hours are from 08:00 to 18:00, with a break for meal and leisure from 12:00 to 13:10, where most stay in the company because they bring their own lunch from home,
2. Regarding food, employees are not used to consuming fruits, vegetables and legumes, but they consume water well during the day,
3. Regarding physical exercises, most do not perform any type of exercise and some only soccer on weekends,
4. It was found that most have headaches, leg and back pain after the workday, but employees do not perform any activity to relieve these symptoms, only the periodic medical exams requested by the company.

Based on the analysis of this data, the team developed the project focusing on Healthy Eating and Workplace Gymnastics, aiming to improve the quality of life of employees and increase productivity.

With the help of the Nutrition and Dietetics course, they made a banner with a Balanced Menu and, for the Workplace Gymnastics activities, they had the help of Physical Education Teacher Murilo Meneguella.

Figure 2 – Project Team and the Balanced Menu



Figure 1- Source: Developed by the authors

The second stage of the project was held in the company's cafeteria, on 10/10/16 at 4:00 pm, with the opening of the Internal Week for the Prevention of Occupational Accidents (SIPAT), where the team gave a lecture on the theme Quality of Life in Organizations to all employees and those responsible for the company.

Figure 3 – Opening of the SIPAT



Figure 2- Source: Developed by the authors

During the lecture, the team presented relevant concepts on the subject, the importance of Healthy Eating with the Menu adapted to the employees' daily work and the schedule of Workplace Gymnastics activities, shown in the figures below:

Figures 4 – Presentation: QWL Lecture with Workplace Gymnastics



Figure 3- Source: Developed by the authors

The third stage of the project was carried out in the Machining, Assembly and Cape Machine sectors, from 10/17/16 to 11/04/16 as shown in Figure 1 of the Schedule posted above. In these days, the team, together with the Physical Education Teacher, performed Workplace Gymnastics with specific exercises for those who require a lot of effort, focused on the arms, legs, spine, shoulders and neck, for a period of 3 weeks, for 30 minutes a day.

Figure 5 – Workplace Gymnastics with Employees



Figure 5 – Source Developed by the authors

The fourth and final stage aimed to evaluate the results of the project together with the company's employees and management. For this, a questionnaire and individual interviews were applied with some employees.

With the tabulation of the data, it is possible to perceive the satisfaction of the employees, especially with the application of Workplace Gymnastics, as it made them more willing to perform the work, reducing headaches, leg and spine pain, in addition to a significant increase in productivity, according to data from the administration.

Another important point found in the individual interview was that, based on the perception of the importance of Quality of Life, some employees started to practice physical exercises outside the company and implemented dietary changes.



FINAL CONSIDERATIONS

The article aimed to demonstrate the importance of partnerships between school and companies for the development of skills in students and to provide students with experience in the administrative activities of the company to develop essential skills in the labor market.

With the results obtained, it can be clearly seen that the students were able to develop these skills, as they were able to critically analyze the organization's issues and propose solutions focusing on the importance of healthy eating and physical exercise to improve the company's production process, as well as applying techniques of planning, management, evaluation and control of the activities developed in the project within the company's premises. This provided a better experience and interaction of the students with administrative activities, strengthened the partnership between the school and the company and, above all, promoted the improvement of the Quality of Life at Work of the employees and the increase in productivity.

Therefore, the article reinforces the importance of schools in establishing and maintaining partnerships with companies in the city and region and also of teachers providing projects with pedagogical practices applied outside the school environment, contributing to the full development of the teaching-learning process, related to the School Pedagogical Political Project.



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