EDITORIAL - MOTIVATIONAL FACTORS AND CAREER

Career changes are almost always related to motivation processes. The dynamics of motivation, too, need to be interpreted from the forms of tension that move both the individual and the organizations. There is undoubtedly a parallel between expectations, attitudes and behavior that works as a convincing explanation for broader forms of motivation. However, there is some consensus among authors that there is an intrinsic meaning to each individual, which involves personality reasons, as the engine for taking an attitude, both unexpected and planned.

The article "Factors of career decision during graduation" of the teachers Edna Torres de Araújo, Marcia Athayde Moreira, Sergio Castro Gomes, Maria Luzia Pantoja Aquime, from universities in the states of Amazonas and Pará, which opens this edition aims to understand as undergraduates in management and accounting courses plan their careers. The starting point of this research is the perception that the process of professional choice depends on a complex network of motivational factors. In a quantitative format, the sample from this study applied questionnaires to 526 students from a private HEI in Belém-Pa. The data from the application of the questionnaires were treated with factor analysis, reducing the 22 assertions originally elaborated in five key decision factors, named in this work Decision Factors: network and personal vision, career security, career development and design, skills and competencies and an emphasis on professional success.

The results of the research, based on descriptive statistics, highlighted the main ideas of the students, considering 10 assertive ones that obtained, on average, scores above 4 points (meaning majority of agreement). In general, management and accounting students who participated in the research feel responsible for the decisions that will lead to the professional career and are aware that to develop the career they must be responsible for the continuous updating of knowledge, having a clear meaning of work , career goals and how they will develop after the course ends.

Power issues as a motivational factor mark the objectives of the second article in this issue, "Power relations and organizational conflicts between managers and employees of the accounting area", by researcher Vanessa dos Santos Pinto and Professor Rejane Salete Vogt, both of the University of the West of Santa Catarina. The specific objectives of the research were, first, to evaluate the way in which power relations between managers and employees of accounting services companies occur, then to identify the situations that generate conflicts in the organizations and, finally, to relate the existing conflicts with the power relations between managers and employees.

The results of the research showed that for 82.3% of employees and 56.2% of managers, authority is a negative aspect of empowering people to succeed in the organization's objectives. In the case of traditional authority, 60.8 % of employees and 68.7% of managers, affirm that this is the way the organization uses to distribute power among individuals. Finally, when referring to charismatic authority, collaborators and managers, agreed on 86.3% and 75.0%, respectively, that charismatic power is used to influence the team to achieve the goals of the organization.

When referring to the salary equation, over 70% of managers and employees pointed out the situation as a conflict. The salary was incompatible with the market was pointed out as a conflict by 62.5% of the managers and 76.47% of the employees. When referring to cultural differences, 50% of managers do not see the situation as a conflict in their organizations, while 50% of the employees indicate the situation as a conflict. Regarding the lack of values in the organization, both employees and managers consider the situation as being of conflict, being 64.71% and 59.38% respectively.

The third text of this edition, "Comparative between the models of evaluation of performance of the servers of the powers of the state of Santa Catarina", of the master in Administration, André Antonio Gavazini, by the University of Southern Santa Catarina, discusses the links between motivation and analysis of performance. The results of the study showed that, despite the definition of the criteria that will be used, they are not considered. A more specific description of what each of these criteria is intended to evaluate is missing. There is no conceptual delimitation of what each criterion intends to measure, what its definition, its scope or its limitation.

The study confirmed that the performance evaluation can be used with several biases, and they may appear in the form of the measurement, in the criteria that are used, or in what is realized from what was verified in its result. It has been observed that, although all servers are submitted to the same status, they are evaluated based on different criteria, and none of these criteria is used by all the agencies. In the same way, the research showed that most of the criteria that are used have subjective characteristics, being ambiguous in their true meaning.

The qualitative approach to motivational aspects was the theme of the fourth article of this edition of ReCaPe, "Motivation as a success factor for career management: the role of the administrator in improving work relations", by the researcher Andressa de Castro Moura and the teacher Esdras

da Silva Costa of the Institution of Higher Education Faculty of Mauá, in São Paulo. The objective of the study was to evaluate the motivation of teachers in a Technical Education Institution. The study related factors such as autonomy, growth opportunities, courses offered by the institution and finally in which courses teachers have a greater or lesser degree of motivation.

The research investigated the degree of autonomy of teachers to formulate their classes, lesson plans and didactic material: 13% indicated that they had autonomy to formulate their lesson plans and classes and 87% indicated that they had autonomy, but also observed that the institution already has own teaching material. Regarding the degree of motivation, among respondents, 25% consider themselves highly motivated, 44% consider themselves motivated, and 31% opted for the unmotivated option.Regarding the professional growth factor, the salary issues define the career expectations of these professionals. The article evidenced factors such as future aspirations, freedom in the way of conducting their work and training as not very promising in the degree of motivation of the teachers.

The fifth article of this issue of ReCaPe discusses the complex subject of motivation and non-regular behaviors. The research "The perception of the present and future managers of the Triângulo Mineiro region on the practices of corruption in the daily life and in the organizational environment" of the researcher Vitória Rezende Lopes, and the teachers Renata Monteiro Martins and Denilson Aparecida Leite Freire, all of the Federal University of Uberlândia, analyzed the perception of different daily and organizational illicit behaviors, classifying them as white corruption (jeitinho), gray (malandragem) or black (act of corruption).

The data collection was developed in a survey format, applied online through e-mail invitations and social media, aimed at undergraduates and graduates in the Administration, Accounting and Information Management courses of the Triângulo Mineiro region, born among the years of 1980 and 1999. Twenty-two situations were presented to the participants (11 occurring in daily life and 11 occurring in the organizational context) and asked them to rate according to their individual opinions. The results showed that 75.7% of the sample claimed to use the "way" to get well and that there is a greater rigor with corrupt acts (black corruption) in organizations than in everyday situations, classified as malandragem (gray corruption). It also revealed differences in perception regarding demographic data.

The relationship of conflict and collaboration between managing people and the Humanities is the theme of the sixth article of this edition, "The Management of People and the Human Sciences - conceptual discussion between Modernity project and the" Brazilian way "of Professor Pedro de Santi, School of Advertising and Marketing of São Paulo. The Human Sciences present themselves as providers of intervention technology (training, selection, ethnography, leadership theory, coaching) but also, in its deepest tradition, as a reflexive and critical environment about the very nature of human action.

The purpose of this article is to show how, in the tradition of Modernity and in the history of management theories, Man is the subject of knowledge, but is also its object. The term "human resources" captures this human dimension in a privileged way. In resistance to any distortion, infiltrating a position of personality, in which personal relationships overlap with professionals, as in the classic "Brazilian way". As a conclusion, regarding the tense relationship between Human Sciences and People Management, there is a reinforcement of ethical reflection about the implication of Man in the organizational environment.

The relationship between motivation and quality of life was the main objective of the seventh article of this issue of ReCaPe, "Analysis of the quality of work life in an information technology sector company located in the city of Criciúma-SC", by researcher Thalita Kestering da Silva and the lecturers Débora Volpato, Cleusa Ronsani, from the University of Extremo Sul Catarinense. The research in a case study format used the Richard Walton model questionnaire, followed by an open interview with the company manager. Data analysis was qualitative.

While results on work provoke annoyance, 10% of employees say that 20% say they rarely, while 30% say that this is often the case, while 40% of employees rate these annoyances moderately. As for the freedom to express opinions to their superiors, it is noticed that 7% indicate as rarely, another 7% moderately, 20% often feel at ease, while 50% feel always at ease. Regarding the receipt of bonuses or bonuses from the company according to employee productivity, 13% point out that there are never any such rewards. Regarding promotions based on competence and productivity, 13% say that there is always, while another 13% consider that there is never, 30% point out as rarely and another 30% moderately.

The article that concludes this edition, "Occupational stress: analysis of the work environment of a cooperative of physicians of Pernambuco", the researcher Mirely Priscila Oliveira Tabosa and professor Adriana Tenório Cordeiro, University of Pernambuco discusses stress and motivation. The objective of the article, in case study format, with quantitative research, was to investigate the level and factors of occupational stress in medical work. The collected data were evaluated through means calculations.

The results of the research showed that the main sources of stress identified were deficiencies in training for professional training, lack of information on organizational decisions, discrimination and favoritism in the work environment, competition in the organizational environment, and low possibility of career growth.

Good reading!

Leonardo Trevisan, Joel Dutra e Elza Veloso
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