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EDITORIAL - QUALITY OF LIFE AT WORK

The new dynamic in labor relations has not been defined only by recent changes in state regulatory functions. The incessant pressure of new technologies may play an even greater role in redesigning the relationship between individual, work, and company. In this broad process, the rediscussion of the concept of quality of life at work is of significant importance.

The redefinition of productive models, the profound change in the use of time, and the increasing adoption of the idea of flexibility continually reshape the most varied professional scenarios. In this context, to better understand how occupational stress has gained so much attention in view of the new profiles of the corporate world, the concept of quality of life at work and its relationship with academic production has become the thematic axis, in dossier format, of the third issue of Volume 9. of the Careers and People Magazine.

The article that opens this issue of ReCaPe, "Occupational Stress Analysis in University Hospital Employees", by Professor Jesuina Maria Pereira-Ferreira of the Professional Master in Business Management at UNIFBV / WYDEN (Recife-PE), and by researchers Alexandre Rodrigues Inácio Azevedo and Michelle de Souza Rocha from the Federal University of Minas Gerais aims to analyze how occupational stress is found by the categories sex, age, working time and employment relationship, in employees of a university hospital in Belo Horizonte (MG). The quantitative and descriptive research had a sample of 208 participants. The results of the study showed that of the 128 women respondents, 64 were at low stress level, 58 at moderate level and 6 had high occupational stress level. For the 72 men evaluated, 40 are at low stress level, 29 at moderate level and 3 at high occupational stress level. Therefore, out of the 9 respondents with high level of occupational stress, 6 are women and 3 are men.

The second text of this edition, "Analysis of the quality of life at work in a public educational institution" by researchers, Eduardo Novais Almeida Coelho and Letícia Giotti Correia, Federal University of Western Bahia, and Professor Adriano David Monteiro de Barros Correio, also from this

university, prioritized the perception of the employees of a university public institution to assess the quality of life at work. Based on a quantitative methodological procedure, the research used Walton's theoretical model to formulate eight analysis criteria. The results showed that factors such as working conditions, opportunities for growth and constitutionalism at work had satisfaction rates below 4. Social integration, occupational space and capacity use and development had higher satisfaction rates.

The text "Quality of life at work in a recycled cooperative", third article of this edition, by researchers, Amanda Oliveira de Souza and Amanda Aparecida de Paula, from the University of Oeste Paulista, and professors Gustavo Yuho Endo, Alvaro Costa Jardim Neto Also from this institution, in addition to professor Éric Vinicius Lucion Correio, from the University Center of Cascavel, aims to identify practices of Quality of Life at Work as well as the existence of motivational aspects of members. From the case study technique, with qualitative method, the research first described the production of intervention proposals. The results showed that 53% of the surveyed universe is over 40 years old and that 87% of this universe does not reach monthly income above one and a half minimum wage. The research identified the existence of some motivational practices for quality of life at work. However, regarding demotivation variables, the study indicated that 34% of respondents are not motivated by leadership, 33% because of the physical environment, 17% because of transportation and 8% because of salary.

The fourth article in this issue of the magazine, "Telecommuting from the perspective of human resources professionals from the Vales do Sinos and Paranhana in Rio Grande do Sul, from Feevale University researcher Maira Taschetto Correio and from professor Cristiane Froehlich Coreeiro, also from this institution, presents as objective to analyze the dynamics of telework from the HR vision. The quantitative and qualitative survey of 45 respondents sought to identify advantages and disadvantages of teleworking, as well as compliance with the relevant legislation. Research results show that teleworking is a "concept under construction" and that 89% of respondents have no teleworking experience and that 71% of HR professionals say they do not know of any company using this mode of work.

"The incidence of toxic leadership in a multinational company in the call center sector", the fifth text of this edition of ReCaPe, by researchers Pâmela Cristina de Andrade, Rejeane Aragão do Rosario, Thainá de Assis Paixão Moreira and teacher Aline Crespo dos Reis Neto all from the Faculty of Mauá - FAMA, aimed to measure the incidence of toxic leadership in a multinational and, subsequently, to measure differences between the resulting averages, based on the control variables. The survey was conducted in quantitative format, with 310 respondents. Regarding the results of the study, using the ANOVA technique, it was possible to identify significant differences in the assessment of toxic leadership in relation to the results of the control variables gender, age, education and length of work. In the age factor, most respondents evaluate the phenomenon differently; in the factor of

sex, most men and women evaluate toxic leadership identically, while the factor of education, most evaluates differently.

The sixth article in this issue, “The relationship between motivation and job satisfaction of public servants” by teachers Rodrigo Lana Duarte Correio, from the Federal Institute of Espírito Santo and Aridelmo Teixeira, from Fucape Business School and researcher Lindonjonson Gonçalves de Sousa, This institution also aims to assess motivation and satisfaction in a public institution. The research in quantitative format was applied with a questionnaire with 423 respondents, all employees of the Federal Institute of Espírito Santo –IFES. Through regression and the ordered probit method, the study sought to identify the relationship between job satisfaction and the independent variables of motivation in the public service: attraction for formatting public policies, compassion, self-sacrifice and commitment to the public interest. The investigation started from the formulation of research hypotheses. The results showed the positive relationship found between motivation in the public service and job satisfaction, since all 4 dimensions of motivation in the public service are positively related to job satisfaction, confirming the proposed hypotheses.

The text “International People Management: A Bibliometric Analysis of Scientific Production in Brazilian Journals, 200-2017”, the seventh article of this issue, by Professor André Luiz Mendes Athayde, from the Federal University of Minas Gerais and researcher Luana Stephanie Oliveira Silva, also The objective of this institution was to analyze the scientific production in 32 Brazilian journals in the area of Administration specifically regarding the theme International People Management. The main target of bibliometric analysis was demographic and methodological patterns, an important link with quality of life at work. The 16 terms selected for the investigation were very relevant for the construction of the research results that identified the predominance of qualitative studies, with significant intensification in content analysis, with a strong concentration of interest in the private area, 32 out of 37 selected articles.

The article that closes this issue of the Journal of Careers and People, “Scenario of International Research with Cognitive Social Theory in Organizational Studies” by researcher Simone Boruck Klein, State University of Western Paraná, and Graduate Programs faculty In Accounting and Administration, Eveline Favero and Franciele Wrubel, also from the State University of Western Paraná, aims to analyze English-language scientific publications that use Cognitive Social Theory in business-oriented research. The methodology was built from the PRISMA protocol. We identified 56 articles using the cross-sectional of the last ten years of research. Two journals were predominant in the publication of the articles: Journal of Career Assessment and Journal of Career Development. The results show a predominance of the career category, followed by the categories: leadership, consumer behavior, rehabilitation engagement training, engagement, organizational behavior, and learning and performance.

Good reading!

Leonardo Trevisan, Elza Veloso and Joel Dutra

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