



ISSN: 2237-1427

v. 11, n. 1, 2021

## EDITORIAL - HAPPINESS AT WORK AND COMMITMENT

In times of greatest social tension, the professional environment is not characterized as an isolated case. On the contrary, the organizational scenario, like the others, captures such tensions and welcomes them with greater or lesser intensity, in line with the practices adopted in people management.

Interesting “seismograph” of these tensions, managed or not, are the possible manifestations of job satisfaction. How to interpret these manifestations, as evidence, more or less consistent, of a stimulating environment? How is it impossible to deny external tension, how to deal with the oscillations related to happiness at work? Even more complex: in these moments of greater social tension, how to think in terms of engagement?

In this context, in the amalgamation of these multiple variables and the different formats of pressure and influence, the complex process involving the relationship between happiness at work and commitment has become the thematic axis of the articles that make up the first issue of Volume 11 of Revista de Carreiras e Pessoas.

The article that opens this edition of ReCaPe, “Influence of quality of life on the happiness of the financial sector worker” by researchers Wilian Cesar Tubone and Elimar Veloso Conceição and associate professors Adhemar Sanches, David Ferreira Lopes Santos and Sérgio Silva Braga Júnior, all from Universidade Estadual Paulista Unesp, Jaboticabal campus addressed a subjective theme, the relationship between Happiness and Quality of Life at Work. In a research with an exploratory quantitative profile, factor analysis was used in order to investigate the correlation between variables related to quality of life at work. The instrument used was a validated questionnaire. The starting point was well defined: ask the people in the sample how happy they are.

The survey involved multiple bank employees with a volume of assets that ranks them among the ten largest in Brazil. The questionnaire reached 1,138 responses, representing 28% of the population, guaranteeing a representative sample. The results of the research demonstrated that the quality of life at

work and its dimensions are part of the composition of the worker's happiness and influence subjective happiness. Based on the 6 dimensions developed after factor analysis, the research used a model of structural equations in order to verify the correlation of quality of life in worker happiness. The results also showed that the work environment has a decisive influence on people's perception and feelings, suggesting the importance of companies having policies and actions aimed at quality of life at work in a different way for their different audiences,

The second article in this edition of ReCaPe, *Sustainable Strategic Alignment between People Management Models of Organizational Sustainability: insights from Brazil*, by researcher Terezinha Bernadete Pinto Oliari from the State University of the Midwest, Unicentro, from the professor of the Master's Postgraduate Program in Administration from Unicentro, Silvio Roberto Stefano, from the professor of the Professional Master's Program at Unicentro, Sandra Mara de Andrade and researcher Sandra Mara de Andrade, also from this institution, aims to identify sustainable strategic alignment points between applied people management models and the Triple Bottom Line, TBL, for organizational sustainability. The research was carried out in two companies in the paper and cellulose sector, Amazonas and Santa Maria, both located in the south of the country, with a methodological choice of qualitative research, using the multiple case technique. The results of the study suggest that although the company Amazonas faces a period of restructuring of its mission and values, maintaining the sustainability theme in the organizational strategic planning ensured the preservation of the people management model already adopted. In the case of Santa Maria, the term sustainability, already inserted in the company's values, ensured a more pronounced insertion in the entire model of the company's management.

The third article in this edition of ReCaPe, "Career Analysis Model: a study with Information Technology professionals", by Professor Élide Patrícia Souza, from the University of Uberaba, has as a starting point to evaluate how professionals in the area of Technology of Information build their careers, their vision of the concept and the construction of a career model that contemplates individual, organizational and contextual dimensions. As a methodological procedure, the option was for descriptive-qualitative research with weighting between managers and the different forms of work characteristic of this area. The survey results suggest low interference from family influences on professional choice, compliance with other formats of efficiency certification in career design and strong support for consistent flexibility in work relationships.

The fourth article in this edition, "Entrepreneurial skills and job satisfaction are reflected in organizational performance in micro and small companies?" from teachers Sueli Parente Moretto, from the Postgraduate Diploma in Strategic Management at Faculdade Luciano Feijão and from Amélia Silveira, Full Professor at the Federal University of Santa Catarina aims to evaluate the "positive relationship" between identified skills, job satisfaction and effective performance in micro and small businesses. The research, with a qualitative and quantitative profile, reached 701 questionnaires, using a validated instrument and

constructing three research hypotheses that are theoretically well supported. The results indicated the confirmation of the hypothesis regarding the “positive relationship” between entrepreneurial competence and level of satisfaction, as well as the hypothesis that the entrepreneurial vision of the HR manager is a significant fact for better performance. The third hypothesis signaled the strong weight of planning competence in the efficient organizational performance of the small company.

The text “I was hired, what now?” Practices of socialization and guidance in search of commitment ”by researcher Karmen Raiany from Alexandria at the João Pessoa University Center, professor Janayna Souto Leal, also at João Pessoa University Center and professor João Batista Soares Neto, from the Federal University of Paraíba, aims to analyze the socialization process by investigating the relationship between socializing and guiding and the employee’s permanence in the company. The research, with a qualitative methodological procedure, with structured interviews evaluated using content analysis techniques. The research results suggest the relevance of the supervisor’s role in the adaptive process, respecting the individualized forms of socialization of each organization. In the view of the newly hired employee, the most efficient socialization procedures offer the most consistent data on the corporate identity and objectives of the organization.

The text “Management of creative careers, identity and collective leadership: the collective vision of BaianaSystem”, the sixth article of this edition, by researcher Roberto Guanabara Calasans and professor Eduardo Davel, from the School of Administration, both from the Federal University of Bahia, proposes to discuss the question of identity in the management of creative careers, based on the relationship between the dimensions of image, culture and vision. The research, with a qualitative profile, used as a theoretical basis the organizational identity dynamics model describing three dimensions: organizational image, organizational culture and strategic vision, emphasizing the role of collective leadership. The results obtained showed that the dynamics of organizational identity can have great relevance in career management, as it allows the alignment between personal training, career goals and the image sought.

The seventh article of this edition, “Family influence in the work environment: a case study in the clothing industry in the Northwest Region / RS” by researcher FFernanda Raquel Theisen, from the Federal Institute Farroupilha-Campus Santa Rosa, and professors Nueva Khun and Claudio Edilberto Hofler, both also from the Federal Institute Farroupilha-Campus Santa Rosa, has as main objective to analyze the influence of the family in the work relationship and work in the family context. The research, with a quantitative and qualitative profile, defined as descriptive and exploratory, presented an interesting analysis of national production on the theme, on Scielo, Spell and Scopus platforms, demonstrating that despite the relevance of the subject, the specific scientific production is quite limited. The research results suggest a strong influence of both factors because 90% of the sample recognizes this influence and 81% points out that the family-work relationship has already affected professional performance. However, qualitative

research revealed specific and differentiated points of this influence, such as excessive overtime, which affect the quality of life at work.

The article that closes this edition of ReCaPe, “Bullying at work and its affective impact: perception of government institution employees”, by researcher at Centro Universitário Alves Faria, Graziane Muniz Rocha and professors of the Professional Master’s in Administration at Centro Universitário Alves Faria, Herica Landi de Brito and Bento Alves da Costa Filho, aims to analyze the perception of harassment among civil servants in the Judiciary both in their working relationships and in all their affective impact. As a theoretical procedure, the article highlighted the isolation faced by the victim of harassment, the breaking of emotional ties with the harasser and the reproduction of acts of aggression in the workplace. The quantitative profile survey, with a validated questionnaire, used the Affective Impact of Moral Harassment at Work scale. The results of the research regarding the perception of bullying practices in the workplace were relatively low, a fact endorsed in theory and captured in the questionnaire applied as due to the “fear factor”. The answers to the open question significantly signal this evidence captured on the quantitative scale. The survey also highlighted the need for the institution to implement a prevention, protection, information, training and security program against harassment practices.

Good reading!

***Leonardo Trevisan, Elza Veloso and Joel Dutra***

Publishers