



SOCIAL REPRESENTATIONS OF RETIREMENT FOR NURSES TEACHING AT ONE PUBLIC UNIVERSITY

REPRESENTAÇÕES SOCIAIS DA APOSENTADORIA PARA ENFERMEIRAS DOCENTES DE UMA UNIVERSIDADE PÚBLICA

REPRESENTACIONES SOCIALES DE JUBILACIÓN PARA LAS ENFERMERAS MAESTRAS DE UNA UNIVERSIDAD PÚBLICA

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ABSTRACT

Objective: analyzing the Social Representations of retirement to Nurses teachers. **Method:** a descriptive, exploratory study of a qualitative approach, with sample by intentionality of retired professors from a Graduate Nursing Course of a Public University. The data were produced through semi-structured interview, audio recorded and the speeches were categorized by Content Analysis technique. There was adopted as theoretical assumption the Theory of Social Representations. The research project was approved by the Research Ethics Committee, CAAE n° 0333.0.00-12. **Results:** five themes were identified. **Conclusion:** retirement was a chance to do what you like, to learn new things, to travel, to improve interpersonal relationships, feelings of freedom and accomplishment. But it also represented frustration and disappointment by the lack of recognition for what developed in the time they have been in the teaching profession. **Descriptors:** Retirement; Worker's Health; Nursing; Teachers.

RESUMO

Objetivo: analisar as Representações Sociais da aposentadoria para enfermeiras docentes. **Método:** estudo descritivo, exploratório, de abordagem qualitativa, com amostra por intencionalidade de docentes aposentadas de um curso de graduação em Enfermagem de uma Universidade Pública. Os dados foram produzidos por meio de entrevista semiestrurada, audiogravadas e as falas foram categorizadas mediante a técnica de Análise de Conteúdo. Adotou-se como pressuposto teórico a Teoria das Representações Sociais. O projeto de pesquisa foi aprovado pelo Comitê de Ética em Pesquisa, CAAE n° 0333.0.00-12. **Resultados:** foram identificadas cinco categorias temáticas. **Conclusão:** a aposentadoria representou a oportunidade de fazer o que gosta, de aprender coisas novas, de viajar, de melhorar os relacionamentos interpessoais, de sentimentos de liberdade e de missão cumprida. Porém, representou também sentimentos de frustração e decepção pela falta de reconhecimento pelo que desenvolveram no tempo que estiveram no exercício da docência. **Descritores:** Aposentadoria; Saúde do Trabalhador; Enfermagem; Docentes.

RESUMEN

Objetivo: analizar las Representaciones Sociales de la jubilación a las enfermeras docentes. **Método:** un estudio descriptivo, exploratorio de abordaje cualitativo, con la muestra por la intencionalidad de las profesoras jubiladas de un curso de pregrado en Enfermería de una Universidad Pública. Los datos se produjeron a través de entrevista semi-estructurada, audio-grabada y las hablas se clasificaron mediante la técnica de Análisis de Contenido. Se adoptó como supuesto teórico la Teoría de las Representaciones Sociales. El proyecto de investigación fue aprobado por el Comité de Ética en la Investigación, CAAE n° 0333.0.00-12. **Resultados:** se identificaron cinco temas. **Conclusión:** la jubilación fue una oportunidad para hacer lo que les gusta, para aprender cosas nuevas, viajar, para mejorar las relaciones interpersonales, sentimientos de libertad y realización. Pero también representó a la frustración y la decepción por la falta de reconocimiento por lo desarrollado en el tiempo que han estado en la profesión docente. **Descritores:** Jubilación; Salud Ocupacional; Enfermería; Profesores.

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INTRODUCTION

The meaning and the value given to work throughout history differ from each person, from different cultures and ages, and has undergone transformation due to socio-demographic, political, economic and cultural features.^{1,2}

Work is considered more than the action itself to work or the worker to sell his labor force in search of earnings; it is still important as an integration factor to a particular group with some social rights.³

So, when the individual retires, begins a new phase in his life in which there is a series of adaptations to be made, because, until then, he organized his daily routine, with schedules and social relationships, according to his work he also assures an identity.⁴

The genesis of the word <<retirement>> comes from the Latin intransitive verb *pausare*, which has the sense of stopping, stopping and resting. In French, the verb *retirer* or *retraiter*, meaning to remove, isolating yourself, collect yourself at home, and English, the verb to remove: to leave, to withdraw. In Portuguese have been some concepts such as who got retirement, which stopped working for lack of health or by reaching certain age limit; that is no longer used, it loses its usefulness or which is housed in a room.⁵

With this understanding, it can be said to be retired has a strong relationship with the stop being useful, that is, the retired person is one who does not participate more in activities considered important for societies in which the production-design is of dominant importance.

It denotes that each individual has a way of experiencing the retirement, depending on his socio-economic and cultural context of the times in which we live and the importance that the work assumes the construction of personal identity; furthermore, the perception that the individual has on the work strongly reflected in the retirement process.⁶

A factor that enhances the aversive nature of retirement is the lack of planning for the future, retirement and consequently of aging. This can occur by lack of awareness of the need for planning, or the belief that there is no way intervene in the future. Sets thus an oppositional style, in which the individual finds it difficult to adapt to this new phase of life, and may feel distressed or lonely.⁴ However, for those who had the opportunity to plan their retirement with added peace of mind, this new step can be addressed as a

phase for taking stock of his life, to awaken to new possibilities, followed by a restart or optimization of life, meaning live with quality.⁷

It is a reality ever more present on the national scene the significant increase in the number of people in pre-retirement and retirement situation. It is then a need to restructure the attention provided by the state and society, with a view to meeting the basic needs of daily life of these people. On the other hand, in the context of scientific production, it is essential to the development of systematic studies that can support the definition and or redefinition of public policies and implementation of care for this population strategies, considering the different subgroups and the different needs in each age group.⁸

In *Survey of health database, aging and retirement in Europe* (Share), which covers 11 European countries and contain information of 27,000 individuals over the age of fifty was recommended the development of research constantly in order to understand and promote the psychosocial welfare of the retired.⁹

On the foregoing it can be said that retirement is one step in which the human being is faced with a number of critical situations, which are linked together, and that may interfere with their quality of life (QOL); however, despite the retirement present as a period of uncertainty it has to consider that also coincides with the psychological maturity; preparing for this stage of life requires that organizations should provide conditions for workers plan this challenging phase for the individual.¹⁰

It is believed that revealing the representations of retirement to these professionals can support managers, the very workers / teachers and workers of other categories to plan actions that aim to understand and cope with the changes after this new condition of life and thus contribute to the promotion and prevention of their health problems and consequently improving the QOL of them.

It incipient studies on retirement of nursing teachers.¹¹ Therefore, this study is unique relevance and aimed to analyzing the Social Representation of retirement for teachers nurses.

METHOD

This article was extracted from the dissertation << **Social Representations of retirement for nursing teachers of a nursing**

program of a public university >>, State University of Londrina / PR, Brazil, in 2013.

It is an exploratory, descriptive research of a qualitative approach, performed with nursing docents of the Nursing graduate, who retired after working at the State University of Londrina (UEL). All participants were female and exercised teaching activities for more than 20 years in the institution.

It was adopted as inclusion criteria being retired for at least two years for time served and both genders. Exclusion criteria retirees who returned to paid work activities whatever.

Setting the number of participants was not based on numerical criteria of representativeness. So, it does not set a sample size, since the interviews were conducted to date it occurred convergence of lines in relation to the phenomenon studied what happened with nine people interviewed.¹²

Data collection was carried out in the homes of survey participants, from September to December 2012, through individual interviews audio recorded after signing the Informed Consent. The list of retirees was provided by Dean of Human Resources (PRORH) of the said university and intentionally there were selected participants who met the inclusion criteria. It is stressed that the list provided by PRORH consisted only of female retired.

Before start collecting the actual data, there was a previous contact with the participants using communication via telephone to schedule interviews. The interviews were carried out using a semi-structured script consisting of two parts: a) objective questions concerning the socio-demographic profile of the participants; b) guiding question: What is being retired for you?

To analyze the results there were used the Content Analysis Technique, thematic modality with the steps: reading, determining reporting units and meanings, coding and classification; processing and interpretation of the results. Through the initial reading, it was possible to make the markings of recording units, organizing them by topic and by means of similarities and differences built up categories.¹³ The interviewees were identified using the letter D (of teaching), followed by Arabic numerals 1-9 for the presentation of their speech and preserve anonymity.

It was adopted as a theoretical reference the Social Representation Theory (SRT), since it provides an opportunity to analyze the

social thought in its dynamics and diversity. This theory aims to elucidate the social reality and explain how representations produce identities, organize communications and guide the conduct of secular form in various cultures. The Social Representations (SR) are characterized by society so understand and express their concepts and values on some subject.^{14,15}

The research project was approved by the Research Ethics Committee Involving Human Beings under the UEL the opinion in 002/2012 and CAEE 0333.0.00-12. The study was conducted taking into account national and international standards of ethics in research involving human subjects.

RESULTS

Of the nine participating women, one was 58 years old, five between 60 and 69 and three over 70; a widow, six married and two single. With regard to time of retirement two had between two and four years, five between six and ten years and two fifteen years; the working time at UEL was of 25 to 30 years.

The speeches analysis led to building five thematic categories: bonds break representation; representation of new opportunities; representation of freedom; mission accomplished representation and representation of frustration by the lack of recognition.

The category nominated bonds break **representation expressed that retired** experienced feelings of grief and concern for losing the ties established during his working activities and that the breakup was depicted as a challenging and lonely process, which can be identified in the following lines:

As soon as came the retirement the feeling was very bad, it was a rough cut, I had to take all my stuff and throw a lot of things out. I experienced feelings of distress, for breaking with all leaves very saddened us. I can say that was challenging and also lonely. (D1)
It is a sudden cut, it is very painful, because there are so many links and suddenly everything ends. In the early years I was looking for activities to compensate for my work I was idle and even depressed by away from work. (D6)

Regarding the category identified as **representation of new opportunities**, it shows that being in retired status represented more likely to perform activities they enjoy and that before they did not because there was no time, as the great absorbing work of their day-to-day also meant openness to new learning, feelings of freedom, greater

availability for travel and also an important condition for promoting improvements in interpersonal relationships with family and colleagues.

I can do what I like and have more opportunities to learn new things, because spare more time. Retirement also gave me more time to better enjoy the house, the family and the dialogue between us has improved a lot. Also, we have the opportunity to meet more with friends and also to travel. (D1)

When I retired I decided I would do things that always wanted to do and never could now do what I like and always I'm always learning new things. (D8)

When I retired, one of the first things I did was get rid of the clock, not bear to have commitments by appointment, be dependent on the time. Today I have the feeling of freedom. Also it provided a means improvement in relations with my family and also with colleagues. (D9)

There was identified by the words of the interviewees to be retired is experiencing feelings of freedom, not having commitment by appointment, that is, feeling that the work is no more a commitment to be fulfilled. That said, proved the category **representation of freedom**, which is presented in the following statements:

Being retired is freedom, that is, I don't have to get up early, do not have to keep looking at the clock to see whether or not I am late for that meeting, for that class, or any other activity (E8).

When I retired, one of the first things I did was get rid of the clock, could not bear to have more commitments by appointment, be time-dependent, being a slave of time for work. Today I have a feeling of complete freedom. (D9)

In the category named **mission accomplished representation** it realizes that the interviewed are convinced that complied with their professional role, it takes having the design of accomplishment, as denotes the following lines:

Mission accomplished design. I am quiet; I think I did my part professionally. I closed my professional activities with accomplishment of conviction. (D3)

I really feel that my mission was fulfilled in every way, ie in teaching, research and extension. (D5)

The last category unveiled was the **representation of frustration before the lack of recognition**; from the speeches it was surmised that when there is a lack of recognition for what has been accomplished arises feelings of frustration, that there was worth so much effort and arises feeling of

dissatisfaction, as shown in the following statement:

My feeling is frustration; I sometimes think that not worth much effort I feel a lack of recognition for what I did. You know! After so long in the institution today cannot even get in and out of the hospital and the university time I have will need to be asking permission, contributes so much, I helped build it and now retired, I'm no longer recognized, I cannot catch books in the library. We should not be remembered only for that moment of professional performance, but for our whole being, involving recognition, affection and respect, the lack of it leads to a frustration and a feeling of dissatisfaction. People need to remember that everything has a story and all it has today was built by others. (D4)

DISCUSSION

Retirement is a time of great change that will be experienced differently by each individual and it also depends on the flexibility of each human being.¹⁶

Canadian study shows that retirement is a phase in which people break with activities for long time and that this break in most cases causes feelings of anxiety, loss of self-esteem, loss of identity, of livings of nostalgia, fear of losing friends, among others. Thus, it is of fundamental importance to promote plans aimed at preparing individuals to face this situation.¹⁷

In this study the participants said that retirement has provided opportunity to do what they like, opportunity for new learning, meant feelings of freedom and created the possibility of greater interpersonal relationships either with family or with friends. It is a fact that to the extent that the human being adapts the condition of being retired, there are greater possibilities for taking stock of his professional life as well as private, to rediscover what he liked to do, opening to learn other things to so I had no time to realize why the work occupied him a huge time of his life and often work invading private life, since activities are taken to end in his home, directly interfering in family relationships.¹⁶

Regarding the ability to travel, the findings of this study are similar to the results of national and international studies^{18,19} in which the opportunity to travel has been identified as a facility and source of satisfaction after retirement. Also in this research identified the representation of retirement as an opportunity to improve interpersonal relationships. Similar results were unveiled in a survey of retired American women

identifying that after retirement these women started to get most of their time on activities related to the family if including time with her husband / partner, children, grandchildren, etc.²⁰

A study conducted in Ribeirao Preto, State of Sao Paulo, which aimed to investigate and compare the expectations before the retirement of the same group of people in two moments of his professional life, with the first group, about to retire, with a maturity one to three months to carry out the retirement and the other group, after already instituted a year of his retirement. The results showed that the possibility of closer contact with the family prevailed in the speeches of both groups which is similar to this research.²¹

With regard to the representation of freedom with retirement, analogous to the data of this study were unveiled in another investigation that pointed the experience of retirement as a feeling of freedom.²¹

A cross-sectional study in Mexico with nursing professionals of a Regional Hospital showed that retiring means having time the way you want, that is, freedom to realize the aspirations.²

Other research conducted at the University of Bologna, Italy, says it is vital the worker had external support from family and friends as well as the institution where he works, since, reduces anxiety and fear social exclusion arising with retirement.²³

With regard to the results of this on the mission accomplished representation, are in line with those of other studies that have identified retirement as a possibility of joy, sense of accomplishment or reward for years devoted to work.²⁴

It was also indicated by the interviewees representation of frustration and sadness at the lack of recognition after retirement. It is true that the lack of planning and or life projects can influence adaptation to new circumstances enabling cause anguish and loneliness resulting from disappointment and difficulty in experiencing satisfaction and feel fulfilled as a person after leaving the occupation, even though feelings when they worked were not total satisfaction.⁴

It denotes although the feelings of recognition, frustration, dissatisfaction and suffering that retirement can trigger are related to the loss of the professional role and the psychological problems that may arise happen because of the link between work and recognition. So the person to retire may lose the professional role and the reference point;

so retirement becomes something undesirable and suffering for many.^{25,26}

Culturally work activities are more important in the formation of identity and social status than social activities outside the workplace; so when they are interrupted with the social ties established there, usually occur losses in quality of life of the subject. Thus, the retiree who has lost the professional role can feel lost or damaged parts of himself and experiencing negative feelings about retirement.¹⁶

When retirement is a better decision elaborate, the path of transition between what is known and unknown becomes more legitimate. The transitory nature of identity and its consequence when they are clearer, is seen as part of the development process, appropriating more aware of each new stage of life, reducing the sense of insecurity and anxiety before the new; seen this way, retirement can be celebrated as a landmark of a new phase of life that can be very enjoyable.^{27,21}

CONCLUSION

It can be said that retirement accounted for teaching nurses of the college of nursing at the University of Londrina the opportunity to do what you love, to learn new things, to travel, to improve interpersonal relationships, feelings of freedom and accomplishment. But it also represented frustration and disappointment at the lack of recognition for what developed in the time they have been in the teaching profession.

Although this study has achieved its objectives it had limitations due to retirement be under investigation embracing subjectivity and suffers influences of time, space and the specific characteristics of each subject interviewed. Thus, it is essential to consider the results in its individuality as it portrays the reality of a portion of retirees from a public university in the South. Therefore, it is suggested that other studies are developed.

Finally, it is believed that this research has contributed as a starting point for evaluation of the Social Representation about retirement of these professionals and arouse the attention of managers, of the own nursing teachers and other professional groups about the need for implementations or improvement actions that effectively promote preparation for retirement. Such preparation should be able to significantly facilitate the many possibilities that this moment can play in human life.

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