NOTE PREVIEW ARTICLE

SOCIAL REPRESENTATIONS OF RETIREMENT FOR HEALTHCARE NURSES OF A PUBLIC UNIVERSITY
REPRESENTAÇÕES SOCIAIS DA APOSENTADORIA POR ENFERMEIROS ASSISTENCIAIS DE UMA UNIVERSIDADE PUBLICA
REPRESENTACIONES SOCIALES DE JUBILACIÓN PARA SERVICIO DE ENFERMARIA DE UNA UNIVERSIDAD PÚBLICA

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ABSTRACT

Objective: to analyze the social representations on the retirement of healthcare nurses at a public university. *Method:* this study uses a descriptive, exploratory and qualitative approach. This study will be conducted in the city of Londrina. The sample population is composed of retired nurses from the State University of Londrina (UEL) by length of service in the last 10 years, with a minimum of 2 years of retirement. Data collection is performed by means of a semi-structured interview technique, based on the following questions: What does being retired represent to you? Tell me about the factors that you think are influential on having a retirement with quality of life? The results will be analyzed through the content analysis technique with the following steps: pre-analysis of the transcribed interviews, material exploitation and processing the results. The theoretical reference to be adopted is the Theory of Social Representations. The project was approved by the Ethics Committee of the UEL under the Protocol No. 0052.0.000.12. *Expected Outcome:* it is believed that this study will contribute to that search for alternatives, which could have a positive impact on the lives of respondents, as well as assist UEL in achieving in planning programs to assist the retired workers in the dynamic and complex process involving their retirement. *Descriptors:* nurse; retirement; quality of life.

RESUMO

Objetivo: analisar as Representações Sociais acerca da aposentadoria de enfermeiros assistências de uma universidade pública. *Método:* trata-se ua pesquisa descritiva, exploratória e de abordagem qualitativa, a ser realizada na cidade de Londrina-PR, Brasil. A população da amostra será composta por enfermeiros assistenciais aposentados pela Universidade Estadual de Londrina, por tempo de serviço, nos últimos 10 anos, com tempo mínimo de aposentadoria de dois anos. A coleta de dados será realizada por meio da técnica de entrevista semiestruturada, a partir das seguintes questões: *O que representa estar aposentado para você? Fale-me dos fatores que você julga para que se tenha uma aposentadoria com qualidade de vida?* Os dados serão analisados mediante a Técnica de Análise de Conteúdo e obedecerão as seguintes etapas: pré-analise do conteúdo das entrevistas, exploração dos materiais e tratamento dos resultados. O referencial teórico é o da Teoria das Representações Sociais. O projeto de pesquisa foi aprovado pelo Comitê de Ética da Universidade Estadual de Londrina sob o protocolo n° 0052.0.000.12. *Resultados esperados:* acredita-se que este estudo contribuirá para que se busquem alternativas que poderão trazer repercussões positivas na vida dos entrevistados, bem como propiciar a Universidade Estadual de Londrina na realização de planejamento de programas que visem atender aos trabalhadores no dinâmico e complexo processo que envolve a aposentadoria. *Descritores:* enfermeiro; aposentadoria; qualidade de vida.

RESUMEN

Objetivo: analizar las representaciones sociales sobre la jubilación de las enfermeras asistencias en una universidad pública. *Método:* se trata un estudio descriptivo, exploratorio y cualitativo. El estudio se llevará a cabo en la ciudad de Londrina. La población de la amostra se compone de los jubilados de la Universidade Estadual de Londrina (UEL) por tiempo de servicio en los últimos 10 años, con un mínimo de 2 años de jubilación. La recolección de datos se realiza mediante la técnica de entrevista semi-estructurada, con base en las siguientes preguntas: ¿Qué significa para usted que se retiró? En su opinión, ¿cuáles son los factores que influyen para tener una jubilación con calidad de vida? Los datos se analizaron mediante la técnica de análisis de contenido y seguir los siguientes pasos: el análisis previo de la entrevista, la exploración de materiales y el procesamiento de los resultados. El marco teórico que se adopte es la Teoría de las Representaciones Sociales. El proyecto fue aprobado por el Comité de Ética de la UEL, bajo el Protocolo de 0052.0.000.12. *Resultados esperados:* se cree que este estudio contribuya a la búsqueda de alternativas que podrían tener un impacto positivo en las vidas de los encuestados, así cómo proporcionar la UEL en el logro de la planificación de programas para atender a los trabajadores en el proceso dinámico y complejo que implica el retiro. *Descritores:* enfermero; jubilación; calidad de vida.

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INTRODUCTION

Work is viewed by many as the main activity of the human being, as a regulator of their life and identity. It is one of the most relevant aspects of individual identity, as one´s name, gender and nationality. In Brazilian culture, the professional role and one of the fundamental pillars of self-esteem, identity and sense of usefulness.[1]

For workers who retire, there are a number of adjustments to be made, because until then, the person organized their daily routine, with schedules and social relationships on the basis of their employment.[2]

Retirement may be tied to negative feelings, because for many individuals, it represents the end of the possibilities of exercising any professional activity, expressing inability, and in general, people associate old age with this new phase.[3]

It is known that one extremely important factor which strengthens the aversive character of retirement, affecting the quality of this transition period, is the lack of planning, being the future of the retirement, and consequently, aging. This may occur by the lack of awareness of the need for planning, or by the belief that there is no way to intervene in the future. Setting a style so negativistic, where the individual finds it difficult to adapt to this new phase of life, which may feel anguished or lonely.[3]

For those who have had the opportunity to plan their retirement with a greater peace of mind, this new phase can be faced as a phase to achieve a balance in their life, awakening new possibilities, followed by a resumption or optimization of life, meaning to live this new phase with quality of life.[4] Retirement programs were developed with the aim of promoting reflection of pre-retirees in relation to possible activities which can be carried out in this new phase providing a greater quality of life.[5]

Given the above considerations and the lack of studies on retirement of nurses it is intended conduct this study aimed to analyze the social representations about retirement among healthcare nurses at UEL.

It is believed that the object of this study will provide a scientific contribution on the theme helping to reveal the universe to be retired and the impact of this condition on quality of life of the respondents, as well as assisting UEL at planning to develop programs aimed at assisting workers in the dynamic and complex process that involves retirement.

METHOD

Research project presented to the Master's program in Nursing at the State University of Londrina / UEL. A study of a descriptive nature, with a qualitative approach, where the human being is the main object of research in this study and allows us to also consider, the subjective aspects present in the man´s relationship with the world. As for the descriptive study the objective is to provide an overview of the approximative type on the given fact, consisting in the analysis and description of the characteristics.[6]

The study will be developed with nurses retired from UEL, located in Londrina, interior of the State of Paraná-PR, Brazil. Firstly survey data will be conducted on these professionals who have retired from UEL in the last 10 years, by means of information provided by the university´s Pro-Rector's Office of Human Resources (PRORH). Later the addresses of these retirees will be located who will then be invited to participate in the study by telephone or at their own residence provided that they reside in the city of Londrina.

The number of participants will be determined by data saturation, because it is a qualitative study in which data collection remains until the time there are sufficient convergences to configure the phenomenon under investigation.

The inclusion criteria for subjects are: retired for a minimum of two years and sign the consent form.

From the sample subjects, those without physical or psychological condition due to illness and / or injuries, nurses retired for less than two years, retirees who returned to any work activities, all of these will be excluded.

The data collection period will be from August to October 2012 and data collection, using the technique, semi-structured interviews, from script with closed questions for obtaining the variables, gender, age, time of retirement, place of work and work shift, which will compose the population characterization, as well as the following guiding questions: What does being retired represent to you? Tell me about the factors that you think are influential on having a retirement with quality of life?

Data analysis will be performed according

to the content analysis covering the phases: pre-content analysis of the transcribed interviews, material exploitation and using the results.[7]

The theoretical framework to be used is that of the social representations theory as it will capture the representations of being a nurse and being retired. Social representation is understood as phenomena which has dynamic character, that is, they are forms of knowledge of daily life, which serve both for the individuals understand how to communicate 8

The research project was approved by the Research Ethics Committee of UEL, under Protocol No. CEP/UEL: 0052.0.000.12.

EXPECTED OUTCOME

The aim of this study is to contribute to the enhancement of understanding of the representation on the retirement of nurses at a public university, unveiling what are the social representations of retirement for nurses retired from UEL, and to identify what are the factors contributing to retirement with quality of life.

Finally, it is believed that unveiling the feeling of these professionals with respect to this new phase of their lives is of fundamental importance, because it will contribute to seeking alternatives that could bring positive impact in the life of the interviewees, as well as provide mapping out goals for the promotion of a retirement process with quality of life for the UEL employees as well as for other institutions.

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