

HEALTH DIMENSION AND ITS INFLUENCE ON WORK CAPACITY

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Abstract: The study of human development over time outlined several dimensions of health and social learning theory and it is currently the psycho-behavioural model for children and adults. Work capacity is evaluated from the medical, psychological and professional competence point of view and it is influenced by many complex factors which involve multidisciplinary collaboration optimization in an integrated way, to reach the achievement of steady state and harmony. Since this topic is extremely exhaustive in this paper, I have illustrated only two current problems to solve, namely the management of conflict and violent behaviour and professional integration of young people with disabilities. I tried a schematic representation of the dimensions of health (with negative consequences) and of the factors influencing work ability. In conclusion, health promotion by developing health promoting behaviour at all stages of human development is the key to prevent the risks related mainly to the individual.

Cuvinte cheie: sănătate, aptitudine, comportament, risc

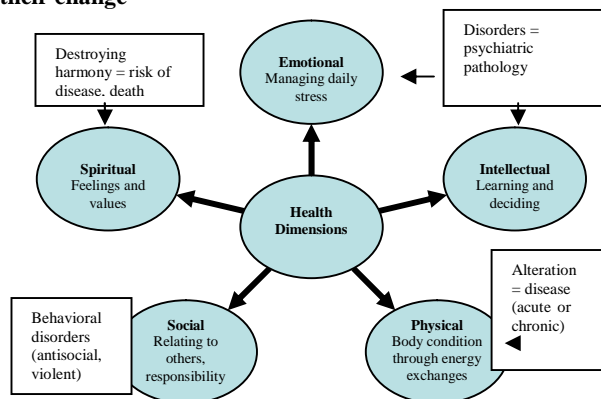
Rezumat: Studiul evoluției umane de-a lungul timpului a scos în evidență mai multe dimensiuni ale teoriei învățării sociale și sănătății, în prezent modelul psiho-comportamental pentru copii și adulți. Capacitatea de a lucra este evaluată din punct de vedere al competențelor medicale, psihologice și profesionale, fiind influențată de o serie de factori care implică optimizarea colaborării multidisciplinare într-un mod integrat, pentru a ajunge la atingerea stării de echilibru și armonie. Deoarece acest subiect este extrem de exhaustiv, în această lucrare am ilustrat doar două aspecte de rezolvat, și anume gestionarea conflictelor și comportamentul violent și integrarea profesională a tinerilor cu dizabilități. Am încercat o reprezentare schematică a dimensiunilor stării de sănătate (cu consecințele negative), precum și a factorilor care influențează capacitatea de muncă. În concluzie, promovarea sănătății prin dezvoltarea de comportamente sanogene în toate stadiile de dezvoltare umană este cheia pentru prevenirea riscurilor legate de fiecare individ.

Establishing work ability means that an employee is suitable for a particular job in medical terms, but it also means that the worker will be able to carry out the work for a long time without his health to suffer, or without the conditions he/she suffers at the examination time to be aggravated by this work. The conclusions drawn in determining the work ability are: work has a healthy character when performing in health promoting conditions; any activity and inactivity can influence health; chronic diseases and the physiological ones (pregnancy and confinement, old age) may influence work capacity.(10)

Vocational guidance is to guide an individual towards a particular profession or group of professions according to medical criteria (anatomical, physiological, health status), psychological and professional competence criteria. It searches, for each individual, what profession would suit him/her better, so it has as its starting point the individual, unlike professional selection, which has as its starting point the profession and requires choosing between several individuals. Orientation towards a particular school, vocational school, college etc. constitutes an act of increased responsibility and it is carried out by the occupational physician in collaboration with the school physician. In this respect, there is a national legislation and health educational and vocational guidance committees at the level of public health directorates.(5)

Health status is not merely the absence of disease or infirmity, but a state of physical, mental and social wellbeing (as defined by the World Health Organization). In defining this concept, the physical dimension also contributes, as well as the emotional, intellectual, social and spiritual dimensions (figure no. 1). Optimizing all these determinants of health contribute to a state of balance / harmony both with ourselves and with the world around us, through an integrating process.(7)

Figure no. 1. Dimensions of health and the consequences of their change



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Factors influencing work capacity

Work capacity is the ability of the human body to maintain the same intensity of effort required for the optimal professional activity as long as possible, without changing the quantity and quality of the work product and without negatively impacting the health status, immediately or on long term. The factors that influence it are schematically represented in table no.1.(2)

Table no. 1. Work capacity determining factors

PHYSIOLOGIC	PSYCHOLOGICAL	SOCIAL-ECONOMIC AND WORK ENVIRONMENT
- health status	- work capacities	- work process, type, organization, rhythm
- diet	- interest or motivation	- work environment conditions
- morpho-functional constitution	- will	- cultural and social conditions
- exercise and training	- attitude towards work	- professional and cultural level
- gender	- work availability	- free time organization, annual leave organization
- age		- interpersonal relationships

Current issues and risks to solve

The department of Children and Youth of ASTRA Sibiu County Library dedicated many projects and national symposiums to topics such as “Tolerance - Communication – Networking” and “Stop the violence”. In Romania, there is still a callous and conservative attitude regarding the social and professional integration of young people with disabilities, although there are many projects ongoing regarding the integration and development of skills in these categories of people. Social responsibility of employers represents a high standard in the development of the company and in the creation of a positive image in the community. It is believed that the “traditional” occupations, which require more manual or routine activities (with a certain degree of monotony) would be the most suitable for people with disabilities, for example bookbinder, working on display screen, making crafts, artistic activities, activities of sorting-packing-assembling, commercial worker, accountant, secretary, treasurer etc. Basically, depending on training and work capacity, a disabled person can carry out various activities, regardless of the scope of the employing company. The framework-directive on equal opportunities in employment and occupation prohibits direct or indirect discrimination on the grounds of disability.(3)

Regarding another current problem, namely violence, there were identified the following protective factors that discourage a person to adopt a series of patterns of antisocial or violent behaviour: individual factors (figure no. 2), family factors, school factors and social factors (figure no. 3). Protective factors provide the explanation that although some of the children and adolescents are exposed to the same level of risk, they may be affected differently. Termination is the feature that allows a person to behave adaptively under the influence of

multiple risk factors. Protective factors both internal ones and external ones can be identified and based on them, there can be developed strategies to prevent and reduce the risk in adopting violent behaviour in children and in the youth.(3,6)

Figure no. 2. Individual (internal) protective factors of the violent behaviour

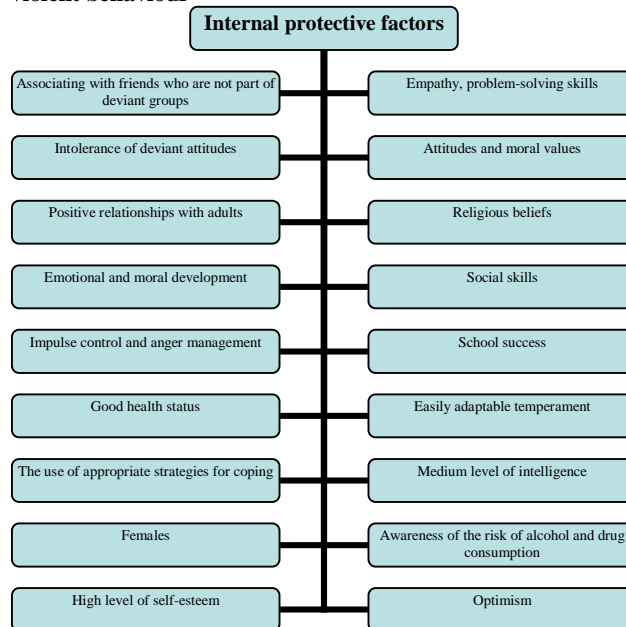
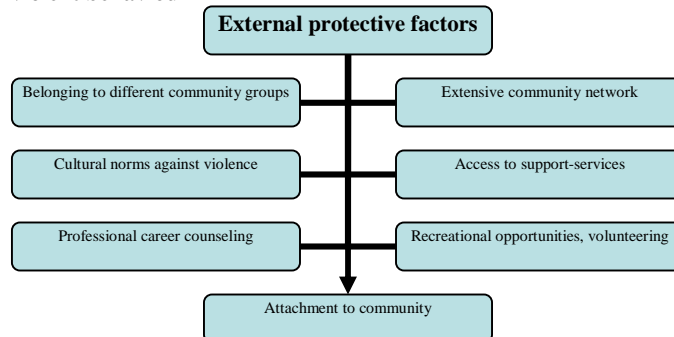


Figure no. 3. External (community) protective factors of the violent behaviour



Role of health promotion

Health promotion is a concept introduced in 1986 by the Ottawa Charter and comprises a complex of actions that leads the individual to control his/her own health. One of its principles is to strengthen community action and starting with 1997, the World Health Organization added the principle of promoting social responsibility for health.(9)

Community is defined by believing in the same cultural values, ideals, norms, concerns, traditions and identity. Community stakeholders are individuals and institutions (mayor, police, medical, church, school and kindergarten, library and community centre, county public health authority, NGOs, economic operators etc.). The participation of all stakeholders of the community contributes to its needs assessment through: assuming community responsibility, prioritization and understanding the issues. Needs assessment is done by identifying health risk factors (behavioural, social and environmental risks), as well as by establishing the health profile (indicators of morbidity, mortality).

Over time, researchers (mainly psychologists) have tried to explain the health-disease relationship through various theories. Among these, two models came to the front:

- I. The biomedical model, based on the direct cause/effect relation which explains the occurrence of the disease (medicine);
- II. The psycho-behavioural model based on attitudes and values (social psychology). Bandura's theory (social learning theory) focuses on how children and adults experience social cognitive processes so that these influence their behaviour.(1)

Changing behaviour is the hub of health promotion and allows creating health promotion skills. The models based on behaviour change provide a much better alternative than the biomedical model, and hence the importance of collaboration between different disciplines (pluridisciplinarity) and community institutions.

Preventive health behaviour means that it is not the objective reality, but how the person perceives the situation will determine the person's reaction. Moreover, health promotion should be an integral part of the clinical, educational and behaviour field at all levels of a health system. This way, a health promoting hospital will try to incorporate concepts and values, health promotion standards and strategies within the hospital organizational structure and culture in order to optimize the hospital relation with the community.

A hospital that does not incorporate every dimension of health promotion is likely to remain a prisoner of its own history. Restoring the integrity of the human being, be only partially, involves the biological, psychological, social and spiritual healing and therapy. Each of these dimensions are interconnected, influencing each other, both positively and negatively.(4) Behaviour change in the fight with pain, for health promotion, largely depends on the patient's trust in those who contribute primarily to improve the quality of life in relation with the disease. Behavioural standards the ethics refer to consist of the rights of those affected, the contribution to the quality of life, the embodiment of human values. The ethical principle underlying the medical act is "primum non nocere".

Regarding the rights of patients and health promotion, we can exemplify through the national legislation, namely:

- Law no. 46/2003 on patients' rights;
- Law no. 677/2001 for the protection of individuals with regard to the processing of personal data and on the free movement of such data;
- Law no. 487/2002 on mental health law and the protection of persons with mental disorders;
- Law no. 95/2006 on healthcare reform;
- Government Decision 355/2007 on health surveillance of workers (article regarding the workplace health promotion).

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