

Organizational Ergonomics and inclusive and proactive Social Responsibility:

A commitment within the objectives of the organization

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Introduction

The present study has as aim propitiate an analysis in relation to the ergonomics organizacional and the social inclusive responsibility and preactiva: a commitment inside the aims of the organization, taking in consideration theories that sustain her like they it are the different conceptualizations. As for the ergonomics organizacional and the social inclusive responsibility and preactiva is sustained by it by the contents of Lippel (2001), Guédez (2005), Domont (1999), between others. As for social responsibility: Of the Slope (2002), Guédez (2006), Alleys (2005), between others, developing under an interpretive approach of descriptive type and not experimental design, across analysis of documents. To effects of this investigation, it is investigated on trends in the social demand of a major responsibility of the State and the organizations, examining his significance as central element in the conformation of the models of human development who form our future, dividing that exist two attitudes and two sensibilities in the human being, visions are exposed on the paper of the ergonomics as tool for the development of the proactividad and the inclusive disposition, as form incorporation of aspects of Social Responsibility in the ergonomic management organizacional.

This new dimension of analysis possible from an integrated , convergent vision , especially as emerging paradigm , not limit scientific acuity in certain cases to unravel the nature of this activity and it can be configured as systemic relationship , supported by an interdisciplinary approach that transforms into tools , thus allowing the more acute apprehension of interacting elements of the socio-technical models.

This way , you can see how many authors today to conceptually define ergonomics, consider inescapable address a number of aspects of social content. Such is the case of self IEA (International Ergonomics Association) , which in its triennial report submitted in August 2000 ergonomics defined as " the scientific discipline concerned with the understanding of interactions among humans and other elements a system " understanding that although not refer explicitly itself could be considered extended to enterprise management systems themselves.

In accordance with the provisions of Queinnec (2001) , ergonomics by its interdisciplinarity is a science with higher fitness vision , flexibility and transdisciplinarity , which is given by the environment so that it could be inferred but not deduce that it is through the study of the activity of men and / or women at work and interaction with the organization of work , which can make a real preventive activity in any work activity.

For this reason, it would be standing on the threshold of social responsibility which is tied ergonomics, from the point of view of its central object of study , which is the human, where he became the inherent ethical justification.

This last consideration then guides the ethical and social responsibility manager to address through an ergonomic specialist health as an individual and collective construction , under an interdisciplinary and transdisciplinary design, with proactive and inclusive sensitivity of the activity.

Therefore , it is established that ergonomics is a tool for social responsibility and sustainability of the organization in the modern enterprise, with inclusive and proactive human vision.

Therefore , implementation of ergonomic interventions within the organization show a reunion between managerial ethics and ergonomics for better organizational management. Based on the foregoing, under that ergonomics is preivisista , comprehensive , has vital reasons and positivist . Therefore , ethical and sensitive social responsibility manager considers occupational health as an individual and collective , proactive and inclusive construction and giving sustainability to the organization and working life of the individuals who comprise it.

In this regard, it is important to establish that derived from the Greek ergon (work) and nomos (rules) to mean the science of work , ergonomics is a discipline focused on a system that every aspect applies today Activity human . Ergonomists practitioners should have a thorough understanding of the entire discipline , taking into account the physical , cognitive , social, organizational , environmental factors factors , etc. These factors are grouped under the criterion of a BIO - PSYCHO - SOCIAL subject

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