

# People management and the curricularization of extension: new possibilities

*Gestão de pessoas e curricularização da extensão: novas possibilidades*



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## ABSTRACT

The People Management Coordination of Rio Pomba campus of the Federal Institute of Education, Science and Technology of The Southeast of Minas Gerais developed The CGP with you – integration axis project extension combining people management and extension curricularization. The objectives of the project were: to promote the integration of servers, improve communication between people management and servers, publicize the campus to the internal and external community and facilitate the use of knowledge acquired by the student in curricular subjects for the benefit of the institution and society. The guide walks and the celebration of servers day were the main actions developed to achieve the objectives. Therefore, this is a descriptive, qualitative study, of the experience report type. As a result, there was a greater integration between servers and between them People management coordination, dissemination of the work carried out in the institution and the first steps towards promoting quality of life at work. Based on the above, it was concluded that there are new possibilities in relation to the curricularization of extension, such as the alliance between people management and extension actions.

**Keywords:** Extension. People Management. Integration. Quality of life at work. Technical-Administrative and education.

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## RESUMO

A Coordenação de Gestão de Pessoas do campus Rio Pomba do Instituto Federal de Educação, Ciência e Tecnologia do Sudeste de Minas Gerais desenvolveu o projeto de extensão “CGP com Você - eixo integração” aliando gestão de pessoas e curricularização da extensão. Os objetivos do projeto foram: promover a integração dos servidores, melhorar a comunicação entre a gestão de pessoas e servidores, divulgar o campus para a comunidade interna e externa, e propiciar a utilização de conhecimentos adquiridos pelo discente nas disciplinas curriculares em benefício da instituição e sociedade. As caminhadas guiadas e a comemoração do dia do servidor foram as principais ações desenvolvidas para alcançar os objetivos. Assim, esse trabalho trata-se de um estudo descritivo, qualitativo, do tipo relato de experiência. Como resultados verificou-se uma maior integração entre os servidores e entre estes e a Coordenação de Gestão de Pessoas, a divulgação do trabalho desenvolvido na instituição, e os primeiros passos para a promoção da qualidade de vida no trabalho. Baseado no exposto, chegou-se à conclusão que de existem novas possibilidades em relação a curricularização da extensão, como por exemplo, a aliança entre Gestão de Pessoas e ações extensionistas.

**Palavras-chave:** Extensão. Gestão de Pessoas. Integração. Qualidade de vida no trabalho. Técnico-Administrativo em educação.

## INTRODUCTION

When we talk about Federal Institutes of Education, Science, and Technology (IFs), we are talking about a comprehensive, citizen-focused education that values the complete development of students (BRAZIL, 2008). Thus, “what is proposed is contextualized education, steeped in knowledge, principles, and values that empower human action in the search for more dignified paths (PACHECO, 2015, p.14).

To speak of an omnilateral education, that is, a complete, comprehensive education, one must consider work as an educational principle, that is, it must be presented to man,

As an element that confers upon him the status of human being, of social being. To this end, it is necessary for individuals to appropriate the totality of productive forces as well as the mental faculties that this productive force requires, making man a complete individual. (MOTA, ARAÚJO & SANTOS, 2018, p. 354).

In this way, the Quality of Life at Work (QLW) of civil servants also needs to be addressed through a counter-hegemonic approach, “sharing responsibility for QLW among everyone in the organization and seeking to align individual well-being and organizational productivity” (FERREIRA, 2011, p. 318).

Another characteristic of IFs is presented in Article 6, item VII, which states that the development of extension and scientific and technological dissemination program is

one of their purposes, BRAZIL (2008), and in Article 7, item IV, as one of their objectives:

Develop outreach activities in accordance with the principles and objectives of professional and technological education, in coordination with the world of work and social segments, with an emphasis on the production, development, and dissemination of scientific and technological knowledge (BRASIL, 2008).

The career plan for technical and administrative positions in education (PCCTAE) at Federal Educational Institutions linked to the Ministry of Education (MEC) states in Article 8, item II, “to plan, organize, execute, or evaluate technical and administrative activities inherent to research and extension at Federal Educational Institutions.” (BRASIL, 2005).

The technical and administrative staff in education (TAEs) at the Rio Pomba campus of IF Sudeste MG play a significant role in extension projects. To maintain this participation and encourage new projects, the campus approved regulations to incentivize their participation in teaching, research, and extension activities as coordinators, advisors, co-advisors, among other activities, with weekly participation of up to 20% of their workload (IF SUDESTE MG, 2023).

Taking into account the above reasons and with the aim of solving some problems identified in the area of People Management, such as: insufficient number of employees in the sector; repetition of tasks; inefficient communication with employees and the external community; the need for integration and appreciation of employees; the need to engage in activities more focused on people management and not just payroll activities; the People Management Coordination (CGP) initiated the “CGP with You” Project, contemplating gradual and continuous actions.

However, considering Article 37, item III, of the Federal Constitution, regulated by Decree No. 9,739 of 2019 (BRAZIL, 1988), it is difficult for public institutions, especially those in the field of education, which have limited budget, to increase their staff, since the filling of positions depends on public competitive examinations and is conditioned on budget availability. Therefore, after reviewing the options for implementing the actions of the “CGP com Você” project through an extension project, the CGP submitted it to the call for proposals for the extension of Health Promotion and Quality of Life at Work carried out at the institution level. The actions directed at the extension project were called “CGP com Você – integration axis.”

After submission, the extension project was accepted by the public notice, which allowed for the implementation of financial incentive scholarships for students. Thus, considering the above considerations, and knowing that the curriculum of the Physical Education Degree course at the Rio Pomba campus includes the subject Structure and Organization of Events in Physical Education in the third semester, the CGP sought to align its objectives with the extension program, giving students the opportunity to use their knowledge for the benefit of the academic and external communities.

## METHODOLOGY

This is an account of the experience of the CGP at the Rio Pomba campus of IF SUDESTE MG regarding the development of the extension project “CGP with You – integration axis.”

The experience report is a type of knowledge production, whose text deals with an academic and/or professional experience in one of the pillars of university education (teaching, research, and extension), whose main characteristic is the description of the intervention. In constructing the study, it is important to have a scientific basis and reflection.

(MUSSI, FLORES & ALMEIDA, 2021, p. 65).

The project members were the CGP TAEs, including the project coordinator, totaling six, a TAE from the Extension Directorate, and a student from the Physical Education course.

The CGP team carried out the project in partnership with the Extension Directorate. The Communication sector posted all the project's actions on the institution's social networks (Instagram, Facebook, and website), providing greater visibility, publicity, and encouraging the participation of civil servants and society.

The selection of the scholarship student was made through the provisions of PROEXCAS notice no. 04/2022 - Extension Projects for the Promotion of Health and Quality of Life at Work, and was made among undergraduate students in the Physical Education Degree course from the third to the seventh semester, with a workload of 20 hours per week, from September 1, 2022, to March 31, 2023.

Registrations to participate in the activities were recorded in SIGAA (Integrated Academic Activities Management System), as was the project, with certificates

subsequently issued to participants. Evaluations by participants were conducted via Google Forms and the CGP institutional email.

## THE PROJECT

The main objectives of the “CGP with You - Integration Axis” project were to promote integration among civil servants and improve their communication with CGP, as well as to value and publicize the work carried out on campus. To achieve these objectives, two main events were held: guided walks and a celebration of Civil Servant Day.

**Figure 1** – Invite for the first walking



Source: CGP com você Porject (2022).

To promote the first guided walk, an invitation was posted on social media, the institutional website, and institutional emails to encourage participation from the academic and external communities. Registration for participation was done through a Google Forms form.

The guided walk was planned according to the following criteria: defining the route, choosing the date, and checking the audience. Afterwards, arrangements were made for breakfast and stretching activities to be held at the designated starting point. It was also necessary to design an alternative route, considering the possibility of precipitation. Before the walk, the route was surveyed to time it and check the need for

support points, such as drinking fountains and restrooms. The sectors located along the route were notified in advance: Agriculture, Horticulture, Wintering, Animal Anatomy Laboratory, and Water Treatment Plant. These sectors were chosen because of their locations in greener and more wooded areas. All planning was done with the help of the scholarship recipient.

On October 5, 2022, participants gathered on the balcony in front of the cafeteria for breakfast. Then the scholarship recipient led a stretching session, and the walk began in a very relaxed atmosphere. The route did not pass through the Invernada sector, given the difficulty of walking on unpaved areas due to the rains in the previous days.

The guided walk achieved its objectives of integrating employees and the external and internal community, providing knowledge about the institution and relaxation, as demonstrated by the comments collected in the event evaluations:

It was impressive to see the extraordinary campus structure up close, in addition to the excellent customer service (Participant 1).

With the busy lives we lead here, each in our own sector, it was an excellent opportunity to chat with people I hadn't spoken to in a long time and also meet new colleagues. Those who didn't participate missed out (Participant 2).

The walk and interaction with employees in a relaxed atmosphere are essential to ensuring quality of life at work (Participant 3).

Initially, the intention was to give a general presentation of the sectors visited, with the help of an employee from the Extension Department who accompanied the participants during the walk. However, there was a great deal of receptivity on the part of the employees working in the sectors, who explained their work with great authority, competence, and enthusiasm, and the participants were interested and interactive, showing great interest in the work being done. The evaluations prove it:

It was a really cool experience to meet the staff and see the different departments (Participant 4).

I really liked the information provided by the staff in the departments we visited (Participant 5).

A segunda caminhada guiada ocorreu no dia 22 março de 2023. O percurso foi do Horto até a Invernada chegando à Zootecnia. A Invernada é uma região de mata onde



fica a microbacia hidrográfica de onde vem a água do campus, que chega por gravidade na estação de tratamento e é distribuída, também, por gravidade. Foi visitado o projeto de Regeneração Natural Assistida para Recuperação de Vegetação Nativa, importante para a manutenção da microbacia hidrográfica do campus. O professor responsável pelo projeto participou dando as explicações.

**Figure 2**– Invite for the second walking



Source: Projeto CGP com Você (2023).

The invitation to the second walk was also posted on the campus social media accounts.

Below are the participants' evaluations:

No matter how much publicity is given, after the event there are always several staff members and community members who say they missed it but would have loved to participate. The staff members from the departments involved in the tour are very welcoming and eager to explain their work. There is interaction between the participants and a lot of satisfaction on the part of the staff in showing their work and the campus, as well as a lot of receptivity and interest on the part of the tour participants (Participant 1).

Congratulations on the initiative. It was a very fruitful moment of relaxation and learning. Thank you for the opportunity to participate (Participant 2).

A very effective way to bring students knowledge of all areas of the campus (Participant 3).

Between the two walks, there was a celebration of Civil Servant Day with activities open to the community. The event took place after planning that sought to provide information, well-being, and relaxation. There were gifts, coffee breaks, lectures, and workshops, with the collaboration of the civil servants themselves and existing extension projects on campus, seeking to take advantage of the qualifications of our civil servants and the dissemination of campus projects to society.

The celebration took place on November 9, 2022, and the CGP employee was the speaker, presenting the topic “Understand your retirement based on Constitutional Amendment No. 103/2019.”

**Figure 3–** Lecture on retirement



Source: Projeto CGP com você (2022).

The lecture took place in the campus's Noble Hall. Afterwards, there was a moment for employees to ask questions about retirement, followed by a coffee break, with another opportunity for relaxation and interaction. Next, there were music therapy and meditation workshops, activities from existing extension projects on campus dedicated to well-being and quality of life at work.



Some evaluative comments about the event::

Events like this should be held frequently to provide civil servants with more clarification on their duties, rights, and obligations within public institutions. Congratulations to the organizing team (Participant 1).

And to conclude, the “sound concert” workshop was simply spectacular (Participant 2).

The music therapy and meditation workshops provided moments of relaxation and well-being.

The three main activities of the project, the two walks and the celebration of Civil Servant Day, were attended by 166 people, including teachers, TAEs, students from the campus and other schools, and people from the community.

## **RESULTS AND DISCUSSIONS**

Following the actions of the extension project “CGP with You – integration axis,” the following results were achieved: greater integration among employees, who became more familiar with the campus; moments of relaxation and rejuvenation were provided for employees and other participants in the actions, which are important for QWL, still in its infancy in the context of the institution; there was an improvement in CGP's communication with employees, and the actions helped to publicize the campus and allowed the external community to get to know it better, its productions (academic, extension, and scientific), and the opportunities it offers to improve the community's life.

Students were able to put their acquired knowledge into practice, working on the organization, planning, and execution of events, creating a brochure based on their interactions and visits to different departments, where they were able to teach some basic stretching exercises for employees in the workplace, which were shared on social media.

The Guidelines for the Curricularization of Extension in Undergraduate Courses at IF SUDESTE MG state that:

The curricularization of extension consists of including extension activities in the curriculum of higher education courses, inseparable from teaching and research, and should involve diverse disciplines and

professional fields with the intention of promoting impacts on student training and social transformation. [...] (IF SUDESTE MG, 2021).

The dissemination of the project's actions through social media reached over 5,000 views and publicized the institution and its work in favor of education to the whole society.

In addition, a new perception emerged from the project: the employees of the Rio Pomba campus work with enthusiasm and competence and were very pleased to talk about and show their work. This perception is important for working on QWL. Ferreira (2011) states that recognition is an important QWL tool, as workers have expectations of being recognized for their interest and commitment to achieving the objectives of the tasks performed.

Thus, the extension project “CGP with You - integration axis” was completed, leaving a legacy for the “CGP with You” project, which continues with a new initiative called “Do you know my work?”, consisting of a monthly brochure that provides information about the employee, their qualifications, position, services, and projects they develop. The initiative has provided great satisfaction and recognition to employees and knowledge to society about the institution and the services provided to the community.

This reaffirms the importance of “extension activities as a way for the school community and society in general to learn about the potential of the work being developed by the collective of teachers and other professionals [...]” (SILVA, FERREZIN, 2022, p.24). In this case, other professionals are the TAEs, who have much to contribute to teaching, research, and extension.

Furtado and Machado (2020) state that TAEs participate in student training and are involved in various activities such as research and extension projects, support for formal education, and contribute to the physical, psychological, and emotional development of students.

## **FINAL CONSIDERATIONS**

When you have a goal, with planning and goodwill, obstacles can be overcome. Collaboration, partnership, and the use of your own resources and employee qualifications can make up for many shortcomings, including budgetary ones. Public servants work hard and with great competence.

Extension and management activities can be combined to create new opportunities and gains, both for management and for the curricularization of extension. Extension is

not an activity that involves only students and teachers; TAEs and administrative sectors have much to contribute to extension activities and their curricularization.

Not only teachers, but also TAEs are important in student training and extension activities. Cooperative work between TAEs, students, and the academic community can and should be an instrument for producing knowledge to transform society.

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