

OBJECTIVES OF THE ORGANIZATION (predictable situation)

HUMANIZATION
sellers of work



PROFITABILITY
buyers of work

OBJECTIVES OF THE ORGANIZATION (actual situation)

HUMANIZATION



PROFITABILITY

JOB STABILITY;

HIGHEST SALARY POSSIBLE;

LEAST EFFORT POSSIBLE;

SAFETY AND HEALTH AT WORK;

PHYSICAL AND MENTAL WELLBEING;

... ..

MAXIMIZATION OF DIVIDENDS TO SHAREHOLDERS:

- sales maximization;
- minimizing costs.

ORGANIZATION

cooperation

or

parasitism



LEVELS OF PROFESSIONAL QUALIFICATIONS

existing production systems

smart production systems

1

TECHNICAL AND SCIENTIFIC QUALIFICATIONS

4

3

METHODOLOGICAL QUALIFICATIONS

2

3

SOCIAL QUALIFICATIONS

2

1

PARTICIPATORY QUALIFICATIONS

4

8

total

12

SOME STATISTICAL DATA ABOUT PORTUGAL

1. Portugal has about 10 million and half of inhabitants and 5 million workers.
2. The number of births per 1000 residents is 8.3% of when in 1960 was 24.1%.
3. The working population is about 77%.
4. Unemployment reaches currently about 650,000 people, divided equally between men and women . In 1974 this figure was 111,000.
5. The education level of the Portuguese population is in the following proportion:
Without schooling-8.3 %
Basic education-54.7 %
Secondary education-19.9 %
Higher education-17.1 %
6. By sector of activity, the Portuguese workers are as follows: 7,5 % in the primary sector; 25 % in the secondary sector and 67,5 % in the tertiary sector.
7. In terms of manpower in the secondary sector, the main sub-sectors are (only with factory production and in reverse order of importance):
 - *Textile, clothing, leather and leather products;*
 - *Food, beverage and tobacco processing;*
 - *Manufacture of basic metals and fabricated metal products, except machinery and equipment;*
 - *Manufacture of rubber, plastics and other non-metallic mineral products;*
 - *Wood industry, paste paper and paper products;*
 - *Manufacture of transport equipment.*

BASIC ERGONOMIC CRITERIA TO OBSERVE IN THE *SMART PRODUCTION*

feasibility

supportability

admissibility

satisfaction

Thank you all