



Considerations on The Dynamics of Pleasure and Suffering in The Work Environment

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Abstract

It presents the themes of the Psychodynamics of Work, in order to address the relationship of pleasure and suffering and the subjective mobilizations experienced in the work environment. It discusses the characteristics of the organization and the conditions of work and how the suffering can be pathological, but also it can resignify in the work environment.

Keywords: Psychodynamics of work; Pleasure; Suffering; Job; Subjective mobilization

Introduction

Work is a fundamental condition for human existence, for it is through him that man relates in a group and with nature. Work activity is a means of constructing subjectivity and giving meaning to the existence and meaning of life. On the one hand, as man participates in a process of work that is capable of transforming reality and being transformed, the work satisfies the worker, contributing to his personal and social evolution. On the other hand, the work being divergent from the interests and peculiar needs of the subject, can put him in psychic suffering.

Considering that the "pleasure-suffering" dynamic is present in every working relation and that it is inherent in

human beings, the present work presents questions that permeate the aspects of the organization and the working conditions and their impacts on the subjectivity of the worker [1].

Results

Being the work source of identity and representation of social insertion, work in precarious conditions also make the subject's life precarious. Using the Psychodynamic Approach to Work, which guided the analysis in this study, the relationship between the worker and his work was investigated, based on some reports that bring the experience of pleasure and suffering in the work environment.

The Psychodynamics of Work deals with the study of labor relations and the consequent manifestations and experiences of pleasure and suffering. He bases his discussion on how the relationship of the working subject with the organization occurs. This relationship can both lead to the exploitation of the worker and the pathogenic suffering, but can also lead to the satisfaction of the worker in the organizational environment.

Regarding the organization of work, a relevant construct within the Psychodynamic approach, we emphasize that the dynamics of pleasure and suffering are correlated with the worker and his particularities, that is, his peculiar interests and compatibility or not with the management model and the institutional structure. Pleasure in work relations is associated to the identification of the values of the subject to those of the organization, to the sense of the work that the worker has as a source of personal fulfillment, and especially to the recognition of their work activities by bosses, clients, co-workers, which is paramount to resignify suffering. Already the suffering, can happen when there is a disagreement between the relation of the worker with the organization of the work and the absence of sense in the work [2].

There are two types of suffering: the creative and the pathological. When all the possibilities of defense have been used, and yet the conditions of suffering do not change, the worker experiences the so-called pathological suffering. On the other hand, creative suffering leads to transformations, since there is resistance of the worker to a psychic destabilization, made through transformations and elaborations of creative solutions, unprecedented, that can both protect and restore his health. Creative suffering provides defensive strategies that can be collective or individual, to combat psychic suffering or to soften it. In the face of suffering, to resignify it, the subject uses practical or cunning intelligence, which has roots in the body, perceptions and sensitive intuition. It is the intelligence of the body, and, in addition, functioning as a coping strategy to what is prescribed at work [3].

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Conclusion

One of the main guidelines in the study of Psychodynamics of Work is to avoid that suffering is transformed into illness, and that suffering can represent a way for the subject to re-signify his work through his mobilizations. It concludes by understanding that the well-being of the worker predisposes to a free functioning, articulated to the activity that is performed in his work. The pleasure of the worker results from the possibility of discharge of psychic energy. It is likely, therefore, that the absence of this possibility directly impacts the results of work organization [5].

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