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**The meanings and senses of work in the view of
the workers in a Local Productive Arrangement in
Brazil: a cultural historical approach**

Marcio P. Cassandre

Context

1) The field:

- CHAT´ s approach in Organizational Studies in Brazil is new
- Positivism hegemony
- Challenges in transposing knowledge from different fields



Context

2) My Dilemmas:

- Reinforce and update the objectivism of Business-Administration (BA) field?

or

- Try to comprehend and be able to say the **basic** concepts and theories first?



- Breaking with the idea of the possibility of formatting/shaping of the subjects in the organizations

and

- Understanding that the organizations are spaces of collective development



The question is:

How can we engage the workers in a new understanding of the BA field from the cultural historical approach?

Interventionist Methodology

Considered as a challenging model of knowledge production not only theoretical but mainly practice, which implies a ceaseless effort and long-term articulated on a theoretical level to address the issue of development, involving the reconstruction simultaneous action settings the means of visibility and application methods.(Hatchuel, 2000)

Interventionist Methodology

It seeks to develop the capacity of practitioners to be aware of the concept of activity and, by themselves, relying on the mediation of a researcher-interventionist, find reasons and solutions for the planned change and appropriate to their own activity (Virkkunen, 2004)



Examples of methodologies based on Activity Theory

- DWR and Change Laboratory (Engeström, 1996)
- Clinic of Activity (Clot, 2007)
- Fifth Dimension (Cole, 1996)

Bases

- Activity Theory
- Mediation
- Double Stimulation



In spite of some differences...

Sannino (2011)

- The Fifth Dimension, the Change Laboratory, and the Clinic of Activity can be seen as consistent attempts within the historical lineage and the epistemological foundations of Activity Theory.
- They put into practice the interventionist epistemology of Activity Theory.
- They are also ways of elevating the themes of subjectivity and conceptual models explicitly to the level of methodology.



In spite of some differences...

Sannino(2011)

- For these reasons, more than just innovative research methods which aim at achieving practical change in work and educational settings, they can be seen as instantiations of dialectical materialism and implementations of activity-theoretical interventionist epistemology.



The case

- A Local Productive Arrangement in Brazil (APL)
- \pm 500 companies (formal and informal)
- 7.000 workers

This project aims at understanding the meanings and senses of the workers in the APL

Methodology: Change Laboratory



Is it reasonable to think that when organizations (private or public) decide to use the historical cultural approach as a developmental research they are not only taking advantage of it but they are also helping the development/learning of the workers?

