

CHARACTERIZATION AND ORGANIZATION OF HOSPITAL ALEMÃO OSWALDO CRUZ NURSING IN II WORLD WAR CONTEXT¹

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ABSTRACT

This article is a documentary study involving a social and historical approach with the objective of analyze the composition and the structure of the nursing workforce in the Hospital Alemão Oswaldo Cruz, between the year of 1941 and 1945. It was appreciated two documentary sources: "Book of Employee's Register" and "Professional Sheets" from HAOC. Before being correlated, the data from each source were studied separately. The data from each book was copied electrostatically, certificated, transcript, organized into Excel® spreadsheet, and then analyzed quantitatively and qualitatively in the historical, social, economic and political context. The research revealed that since the 1940s, the institution was using human resource management tools to control headcount and payroll. There was formal and hierarchical division of labor. The nursing workforce was composed by 16 different designations of positions that was divided into three segments (leaders, graduates, non-graduates) acting in strategic, tactical and operational levels. It was concluded the organization of nursing professionals, supported by the care and management model, enabled HAOC to be considered a model institution-reference.

Keywords: Nursing. history of nursing. personnel administration hospital.

INTRODUCTION

Founded in 1897 by the paulistas of German immigrants, Swiss and Austrians, the German Hospital Oswaldo Cruz (HAOC), the main purpose of its foundation the cultural approach and the delivery of a health service that approached the European model which this community had as standard ⁽¹⁾. Language and religion were the main cultural barriers to meet that portion of the population. In addition, almost all the Germans and their descendants followed Protestant religions and were not in the religious Catholic nurses present in almost all hospitals and health institutions of Brazil, empathy and host to the understanding of their needs ⁽²⁾.

The high expectations of this community of immigrants for attention and qualified and efficient health care was the key point for the Foundation of a hospital that could be taken as a model when it comes to professional preparation, infrastructure and scientific knowledge. In the first half of the 20th century, even in major Brazilian cities such as São Paulo, few working professionals in the health area met

these expectations. This fact boosted the HAOC to seek professionals with this profile in the immigrant community itself or even recruit professionals from European countries.

This is exemplified in the partnership between HAOC and Overseas Red Cross Society in Berlin in 1929, for the hiring of skilled nursing services. It is interesting to recognize that, at the time, the women of Europe sought its independence through the opportunities of immigration to other countries ⁽³⁾. Such an impact is still perceived in the local hospital of this study, when this recognizes trademarks and marks of those pioneers who helped in the establishment and recognition of that institution ⁽⁴⁾.

In the 1930 and 1940, the Brazilian nursing is consolidated as a profession, driven by public policies and supported the transformation of hospitals in Brazilian society, which favored the medical assistance. Such transformations contributed to the development of the nursing profession and the relationship of knowledge and power that permeated. Therefore, the nurse confirms your space in the context of health and recognize opportunities to gain greater visibility and professional autonomy ⁽⁵⁾.

¹This article is part of the dissertation "Characterization and Organization of Hospital Alemão Oswaldo Cruz Nursing in II World War Context". Post Graduate Program in Nursing of Escola Paulista de Enfermagem of the Universidade Federal de São Paulo, São Paulo, 2014.

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In the period mentioned, the professional practice of nursing was regulated by three decrees. The main one, Decree Law No. 20,109/31⁽⁶⁾, that could only use the title of nurse practitioners nursing schools graduates or equivalent officers to the Anna Nery school; and foreign schools graduates qualified professionals⁽⁷⁾.

The two other decrees, Decree Law No. 22,257/32⁽⁸⁾ and Decree Law No. 23,774/34⁽⁹⁾, were established from the manifestations of discontent, such as the Sisters of charity and the practical nurses, that even with years of experience in this field of work, had no guaranteed until then in legislation, the privileges relating to their professional performance. The promulgation of these decrees was one of the first initiatives to bolster the laity dedicated to nursing and, at the same time, curb the activities of practitioners without experience or training⁽¹⁰⁾.

In this scenario, in the early 1940, assuming the State of war against the axis powers, Brazil officially deployed in World War II brought changes to the HAOC. The speech of the nationalization and the danger Nazi validated that the fact speak the German language, be associated with any German organization or contribute financially or intellectually to a German hospital, were some of the reasons for the person being accused of inciting the Nazism⁽¹¹⁾.

The climate of war affected all of the community: students, merchants, entrepreneurs, professionals and even the nurses of the Red Cross in Berlin who immigrated to Brazil to work as specialized workforce in German Hospital Association. The situation at the hospital was tense and became even more critical of State intervention. Despite the intervention of the "Law of the two-thirds", which required the hiring of Brazilians, the hospital still had German employees occupying various positions. Gerda Ziefer, sister superior, through his leadership, wielded strong political influence in the institution and in the tumultuous days of intervention, their posture of resistance and mobilization, through clear campaigns of opposition to state intervention, culminated in his arrest.

The firm stance of the nurse, reported in the headline of the newspaper "Gazeta": "the nurse was arrested" on 23 July 1942⁽¹²⁾, shows his political positioning against the nationalization of the institution. Even suffering serious consequences and being labeled as "resistant", Gerda Ziefer not only positioned itself, but also politically and professionally, in the direction of his convictions.

The pursuit of the German community and even the intervention of the State in the hospital, during the Estado Novo and the end of the first half of the 20th century, represent one of the most hostile periods experienced in the HAOC. Such peculiarity leads to questions about how it was the agents who made up the nursing workforce in the HAOC, as they are organized, if there was social and technical division of labor and if there was any hierarchy between them. Historicist answers these questions, through the analysis of historical sources, was the way found to understand and reconstruct an experience that collaborated with the trajectory of consolidation and perpetuation of a reference model, as is the HAOC.

The answer to these questions was based on analysis of historical documentary sources, since it is unaware of any professional who has worked in that period and that could contribute with your statement. The main direct source used for this research was the "logbook of employees". In that document were registered the payment and movement of all employees of the hospital and the specimen studied, covering professional records between January 1941 and February 1945, a period marked by World War II.

In addition to this book, other 42 "Professional Employees Registration Sheets" were also used as direct sources of research. These were the admission of some of the agents who composed the registered nursing workforce in the first source cited. These documents contained personal IDs of the worker, the position and salary that were hired, dates of admission and shutdown, as well as photographs of the professionals.

The discovery of these sources represented the opportunity of replying to questions formulated for the present study, defining thus the nursing workforce of the German Hospital

Oswaldo Cruz in the context of World War II as the main object of this research, as well as declare its central problem: "what was the Organization and what are the characteristics of the nursing workforce of the HAOC during this period?". Thus, the objective of this research was to analyze the composition and structure of nursing workforce of a private hospital-reference model, of Germanic origin, and the reward system of workers that comprised in the period between January 1941 and February 1945.

METHODOLOGY

Documentary study, with social-historical approach, whose temporal beginning in January 1941, the date of the earliest record of the book of settlement, documentary source study, main and end in February 1945, last month registered the queried document. Although this study is not a research involving human beings, the design of this survey was submitted to analysis of the Research Ethics Committee of the Universidade Federal de São Paulo, having been approved under number 0255/12HE.

Were studied, as direct sources, the logbook of employees cited and Professional Registration Sheets 42 Employees of registered workers in the book. The book contained information regarding the name, location, category/professional capacity and monthly remuneration, with detailing of power costs and proportional payment of taxes and fees. The book cover of type ata, with 196 pages sequentially numbered, presented with sticker, where register "Book 2-1/1/1941-2/28/1945. It was located near other institutional documents of the human resources department and is, to this day, known as the "Book of Mr. Herbert Schulz".

The 42 Professional Employees Registration Sheets represent 27% of the workforce in nursing who served on the HAOC between January 1941 and February 1945, recorded in the book quoted. The records contain the following data: number of professional card, name, affiliation, marital status, age, date of birth, nationality, place of birth, residence, dates of admission and discharge, category/post and usual occupation, salary and payment, name of beneficiaries, work schedule, signature and the professional photography.

All documents have been copied electrostatically and had their authenticity certified by a member of the administrative body of the HAOC. The reading of each document, to print quality certification and the sequence of numbering. The data from both sources were then transcribed and organized with the support of tool Excel[®] composing a large database.

The data from the log book were analyzed descriptively, in each of the months, then proceed to the comparison between them. Statistical feature of employee treatment was the weighted average calculated for each group of data. For a description of the positions, recorded in the book itself, based on the legislation governing the professional performance of nursing time^(6, 8,9). Analysis of the data of the chips professional, took on a more quantitative feature. The variables of the study described above were recorded in the database, and then subjected to simple frequency calculations on, measures of central tendency and variability.

RESULTS AND DISCUSSION

The main source of the study, the logbook of employees, being a document intended for the control of the human resources of the institution, was recognized as a management tool. Through this book controlled the payments, the amount of staff and their distribution by several areas of the hospital. Month by month, were recorded, all workers that made up the paid work force and its respective position.

The information was recorded in simple table structure, occupying two pages in a row on the same plane and were led by the month and year the data that referred to the notes. The columns describing the titles of information filled in the shaft of the lines. Were 12 columns, naming the following attributes: name, section, category/charge, monthly fee in cash, % utilities (amount paid allowance of food and housing), 4% IAPC (amount paid allowance of food and housing), extraordinary service (amount paid allowance of food and housing), discounts, gross and net. It was from the analysis of these attributes, the discounts applied, professional and drives of each record inserted in fields of this large table it was possible to describe the results of this research.

Although not a religious hospital, were identified as sister and sister superior, you understand-the case of German Protestant churches religious nurses. Such a conclusion is sustained in the analysis of the origin of the names and surnames and the pronoun "*Schwester and Oberin Schwester*", titles in German recognition of the religious Church Protestant, before registration of the name of these professionals.

Only in the months of March and April 1942 identified the discount named "nursing degree", directed to small group composed of nine practical nursing, nurses' aides, nursing students and students. It is believed, therefore, that the course has had a duration of two months. After the end of the course, some students were promoted to orderly and others remained in their previous positions.

The signs of all the information from the log book of employees in table format, identifying that the axis of the lines highlights a growing number representing the sequential *headcount* and monthly the amount of professionals effectively serve in an institution in a given period ⁽¹³⁾. The shaft was divided into three groupings: administrative staff, care team and the support team, and started with the job description of hierarchical level higher. The analysis of this Organization of record shows a rigid hierarchical structure, not only in the total set of workers, but also in each group.

It was in January 1945 that registered for the first time, a German nurse in the administrative group. She held the post of Manager in the hospital and was the second best remunerated in the institution. Your income represented twice the value assigned to the monthly salary of the best paying job of nursing staff. Institutional documents reporting that German nurse remained in the hospital until 1955. This is the first record of a strategic role at the hospital occupying nurse. The fact becomes a milestone not only in the history of the institution, but also in the national nursing history, highlighting the HAOC in the context of hospital management.

In 50 months studied 16 different positions were identified that made up the nursing workforce of the HAOC. These positions were grouped among professionals "leaders",

"graduates" and "graduates", nomenclature adopted in the study.

Throughout the temporal studied, only two nursing professionals, the superior sister and Manager (nurse), occupied the strategic level, with only the last was registered in the administrative group of the institution.

The tactical level mediator and is situated between the strategic and the operational. Those who occupy this position high-potential, is required for articulation and transformation. In it are usually allocated coordination and management positions. It is at this level that fell the nurses licensed in charge, the heads of licensed nursing and midwife. It was considered, that these positions had placement of team leadership and organization of services.

The operational level is already represented strongly by the technical component of the work and is closely related to the operation of the work. Is at the operational level that define the tasks and efficiency issues in it that if they could determine routines and procedures. On the structure of the hospital studied, nurses and auxiliary nurses were licensed the components of this level.

Figure 1 depicts, in decision-making levels, the hierarchy of the entire nursing workforce of HAOC, taking as a reference, the offices of professionals who composed the nursing workforce between January 1941 and February 1945. Also shows the impact of the transformations of nursing professions and reorganization of their reconfiguration within the organizational structure, in the studied period.

All these changes reinforce the idea that the institution was attentive to the needs of the market and legal, seeking internal organization strategies, but without abandoning or disrespecting their specific features.

In April 1943, when the term "boss" has to designate a position as a nurse with leadership performance ("head of operating room" and "head of nursing licensed"), established a milestone in hierarchical representations of the hospital. In October 1943, the title "Chief" was replaced by the qualification "in charge". Such a change may have been motivated by labor issues or simply because it is a new denomination recognized by the labour market.

The group graduates, were allocated those professionals who have had their practice validated by Decree Laws No. 20,109/31⁽⁶⁾, paragraph 22,257/32⁽⁸⁾ and no. 23,774/34⁽⁹⁾, and acted in a position of leadership within the institution. In this group were included the

offices: sister, operating room nurse and licensed nurse. From June 1942, abrupt fall was identified in the registration of quantitative sisters, highlighting problematic already addressed on the political and social context of World War II.

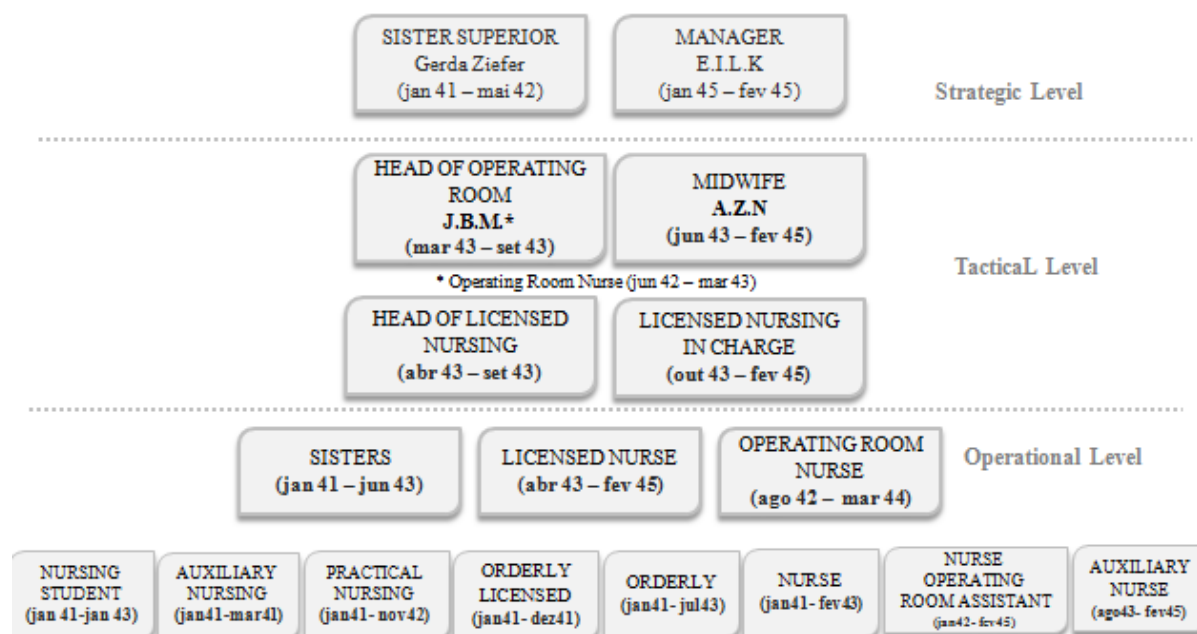


Figure 1. Hierarchical Distribution of the workforce in nursing between January 1941 and February 1945.

Still others were identified eight different types of jobs among workers not graduates. They are: nurse operating room aide, orderly licensed, nurse Assistant, nurse Assistant, nurse Assistant, nurse, practical nurse and student/nursing student.

The Office, orderly registered from January 1941 to July 1943, was what had greater representativeness in the amount of workers that made up the workforce in nursing at the hospital studied. From August 1943, the nurse aides came to be called "nurses assistants". It was just a change of nomenclature, there are no any changes related to the relocation of these workers or even remuneration adjustment. The practical nurse and nursing nomenclature referred essentially to the same position. It was considered that these professionals anchored their professional performance in Decree Law nº 23774, of 11 January 1934⁽⁹⁾. Another fact that sustains the hypothesis of NCOs is that workers, in March 1943, all these nurses have been appointed nurse aides.

Table 1 allows you to view, in a comprehensive way, the distribution of classes

of nursing workforce between January 1941 and February 1945. Workers that made up the workforce in nursing were represented by a monthly average of 34 individuals, including regressive trend that number over the months studied. The masculine gender represented about 21% of this workforce. In 50 months studied, 151 workers worked on the nursing staff of the hospital, being 9 months and 21 days the average stay in the institution.

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The analysis of the 42 Professional Employees Registration Sheets, it was concluded that the average age of nursing workers studied was 28 years old, and 53.8% of population that was single. Such given the high rate of involuntary celibacy among such professionals. Of this population, 10 workers were of foreign

origin (three, two Portuguese, one German, two Italian, a French and a Lithuanian) and 50% of them were residing in own hospital, as well as other 13 workers. All workers studied working 8

hours a day, being the hours of rest and separate input and output for each of the workers. The main time practiced was of 7 hours to 17 hours (9.5%).

Table 1. Nursing workforce of HAOC between January 1941 and February 1945.

Class	Office	Period	Average number of Employees	% of Total
Leadership	Sister superior	Jan 1941-May 1942	1	20.30
	Midwife	Jun 1943-Feb. 1945	1	
	Head of operating room	Apr 1943-Sep 1943	1	
	Head of licensed nursing	Apr 1943-Sep 1943	4	
	Licensed nurse in charge	Oct 1943-Feb. 1945	6	
Graduates	Sisters	Jan 1941-June 1943	8	26.70
	Licensed nurse	Apr 1943-Feb. 1945	7	
	Operating room nurse	Aug 1942-Mar 1944	2	
NCOs	Nurse operating room Assistant	Aug 1942-Feb. 1945	2	53.00
	Orderly licensed	Aug 1941-10 1941	1	
	Nurse Assistant	Jan 1941-Mar 1941	1	
	Orderly	Jan 1941-Jul 1943	10	
	Auxiliary nurse	Aug 1943-Feb. 1945	10	
	Nurse	Jan 1941-Feb. 1943	4	
	Practical nursing	Jan 1941-Nov 1942	2	
	Student/nursing student	Jan 1941-Jan 1943	4	

CONCLUSION

The temporal understood a period of intense social, political and economic transformations the effect of World War II, the reorganization of nursing professions in Brazil and the promulgation of national laws on the job. All of these issues impacted the institution studied, being such interference highlighted the constant changes of the names of the positions, in the gradual dissipation of sister and in the records of gatherings, discounts and rates.

The study highlighted the composition of the nursing work force of HAOC in 16 different positions, divided into three segments: leaders (20%), University graduates (27%) and non-graduates (53%). Such percentages reflect the labour market at the time, marked by low representation of professional graduates and the large contingent of workers graduates differed by technical experience. The understanding of these data and percentages through a temporal, can serve as a parameter for understanding the

transformations in the context of characterization and organization of the nursing workforce in health institutions throughout the decades.

Analysis of hierarchy, which loads a given informally and scope of activities and decisions, enabled the segmentation of the nursing workforce in three organizational levels: strategic, tactical and operational. The strategic was the highest rank and a single German nurse occupied such a level, taking the Manager's job. The relevance of this given, which indicates a nurse licensed in decision-making and strategic position. It is therefore important milestone for the institution, highlighting the HAOC in the context of hospital management at that time.

To reconstruct the composition of the workforce in nursing of HAOC in the context of World War II, the strong performance of these agents on the changes in the institution as well as in the social and political scenario at the time. The intention in renaming and reorganizing the categories of nursing in order to meet internal demands not only, but mostly to the

reconfiguration of nursing in the national scenario, governed by new legislation.

The study contributes important elements for better understanding of the activities of these agents in the transformation of hospital institutions, more specifically, those founded by immigrants. Intends that this research can be used as inspiration and parameter to other research related to the characterization and organization of the nursing workforce, thematic

still lacking in studies and little discussed in nursing.

Another aspect relevant to the study is to disseminate knowledge of this institution and these professionals in the management of people and resources that were innovative at the time management, so that this knowledge can be shared, enhanced; broadening perspectives and inspire generations and future transformations.

CARACTERIZAÇÃO E ORGANIZAÇÃO DA ENFERMAGEM DO HOSPITAL ALEMÃO OSWALDO CRUZ NO CONTEXTO DA II GUERRA

RESUMO

Trata-se de um estudo documental com abordagem histórico-social com objetivo de analisar a composição e a estruturação da Enfermagem do Hospital Alemão Oswaldo Cruz (HAOC) entre 1941 e 1945. Foram utilizadas duas fontes documentais: "Livro de Registro de Empregados" e "Fichas Profissionais de Registro de Empregados". Antes de serem correlacionados, os dados de cada fonte foram estudados separadamente. Os dados dos livros foram copiados eletrostaticamente, certificados, transcritos, organizados em planilha Excel®, para então serem analisados quantitativamente e qualitativamente sob o contexto histórico, social, econômico e político. A pesquisa revelou que, desde a década de 1940, essa instituição utilizava de ferramentas de gestão de recursos humanos para controlar *headcount* e folha de pagamento. Existia divisão formal e hierárquica do trabalho. A força de trabalho de enfermagem era composta por 16 diferentes cargos subdivididos em três segmentos (líderes, graduados, não graduados) atuantes em nível estratégico, tático e operacional. Concluiu-se, que, já da década de 1940, a organização dos profissionais da Enfermagem, sustentada pelo modelo assistencial e de gestão, possibilitou, ao HAOC, ser considerado uma instituição modelo-referência.

Palavras-chave: Enfermagem. história da enfermagem. administração de recursos humanos em hospitais.

CARACTERIZACIÓN Y ORGANIZACIÓN DE LA ENFERMERÍA DEL HOSPITAL ALEMÁN OSWALDO CRUZ EN EL CONTEXTO DE LA II GUERRA

RESUMEN

Estudio documental con enfoque social e histórico, a fin de analizar la composición y estructuración de la Enfermería del Hospital Alemán Oswaldo Cruz (HAOC) entre 1941 y 1942. Se utilizaron dos fuentes: "Libro de Registro de Empleados" y "Formularios Profesionales de Registro de Empleados". Antes de que fueran correlacionados, los datos de cada fuente fueron estudiados por separado. Los datos de los libros fueron copiados electrostáticamente, certificados, transcritos, organizados en hoja de cálculo de Excel®, para después ser analizados cuantitativa y cualitativamente bajo el contexto histórico, social, económico y político. La investigación demostró que, desde la década de 1940, esta institución utilizaba herramientas de gestión de recursos humanos para controlar *headcount* y la nómina. Había división formal y jerárquica del trabajo. La fuerza de trabajo de enfermería era compuesta de 16 diferentes puestos subdivididos en tres segmentos (líderes, graduados, no-graduados) activos en el nivel estratégico, tático y operativo. Se concluyó que desde la década de 1940, la organización de los profesionales de Enfermería, sostenida por el modelo de atención y gestión, permitió, al HAOC, ser considerado una institución modelo-referencia.

Palabras clave: Enfermería. historia de la enfermería. Administración de recursos humanos en hospitales.

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Submitted: 09/03/2015

Accepted: 27/11/2015