

## Definition of Social Work in Enterprises

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### Abstract

This study aims to define social work in companies. This is an exploratory, inductive and qualitative research, based on a comprehensive paradigm and based on the testimonies collected in twenty interviews with social workers inserted professionally in Portuguese companies with socially responsible internal practices.

The current requirements of the labor market require constant "refunctionalization operating procedures, determining a rearrangement of technical and political skills, socio-technical division of labor" (Kameyama, 2000, p. 212). Also the Social Service in business is not indifferent to these requirements, so there is a constant concern in the reconstruction and redefinition of operational procedures.

Social work in business is booming, and in the past was closely related to the issues of mental health in the workplace, whose aim was to improve the quality of life of workers currently having underlying a multidisciplinary vision, social assistants focus their attention to strengthening the social functioning of the company, and its intervention is dedicated to the improvement and development of social support for workers and their families (Smith M., 1988, p. 4).

It is understood social work in companies as a professional social intervention specialist, which promotes the integrated economic and social development and social change in the organizational structure in the business context. Delimiting strategies, programs and outreach action plans to mitigate the effects of the labor impacts on the well-being of employees and promote organizational democracy (Teles, 2016, pp. 242-243).

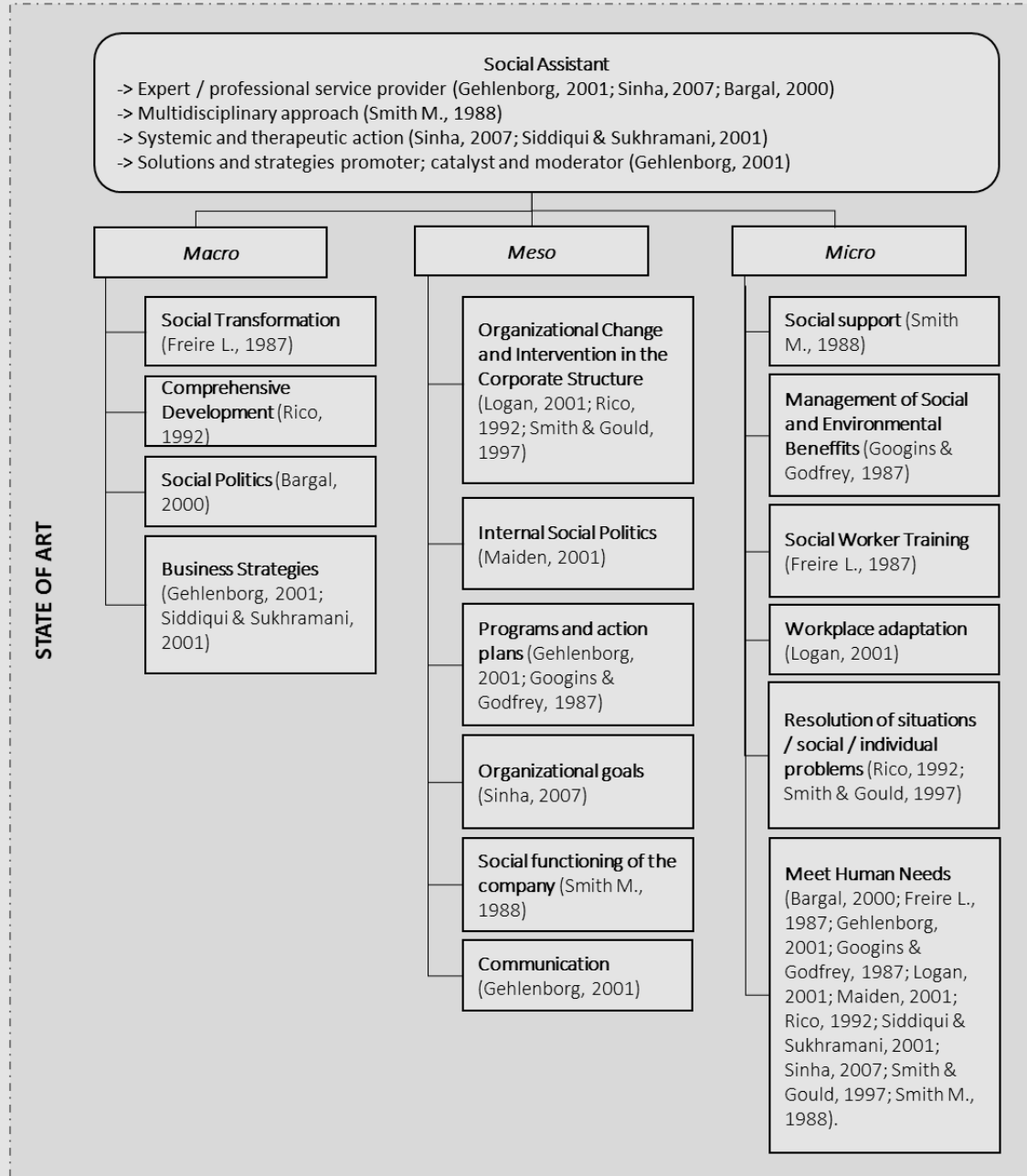
**Key words:** Social Work in companies; definition; social workers.

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COMPANIES STUDIED

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