



QUALITATIVE ORIGINAL ARTICLE

PROFESSIONALIZATION FROM THE MEDICAL EDUCATION

LA PROFESIONALIZACIÓN DESDE LA EDUCACIÓN MÉDICA

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ABSTRACT

Introduction: the professional performance of the technicians and technologists of general form, constitutes an inescapable bond between the work and the permanent and continued overcoming; this link recognizes the way that man has to face the constant transformations of the current world, and place it at the center of the prevention and solution of health problems, from a scientific perspective. *Objective:* to show an approach to professionalization from Medical Education. *Development:* the achievement of professionalization in the sciences of Medical Education as an essential aspect for the professional performance of all involved, responds to the need to respond to the indissoluble relationship between man and society as a need of the modern world, through the analysis of the current environmental conditions and therefore to the diseases and other damages to health that result from this interaction. To be in tune with the constant and dynamic socio-economic, cultural, ecological changes and starting point to recognize that an updated and updated professional, competent and committed in a responsible manner with the profession and society is needed. *Conclusions:* professionalization leads to improvement as a professional, is achieved in the permanent and continuous preparation with a dynamic, flexible, participatory, creative and innovative, which allows this professional to prevent with hygiene approach hygienic epidemiological situations that occur in each field of knowledge.

Keywords: health professional, professionalization, Medical Education



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RESUMEN

Introducción: el desempeño profesional de los técnicos y tecnólogos de forma general, constituye un vínculo ineludible entre el trabajo y la superación permanente y continuada; se reconoce en este vínculo la vía que tiene el hombre para enfrentar las constantes transformaciones del mundo actual, y lo sitúan en el centro de la prevención y solución de los problemas de salud, desde una óptica científica. **Objetivo:** exponer un enfoque de la profesionalización desde la Educación Médica. **Desarrollo:** el logro de la profesionalización en las ciencias de la Educación Médica como aspecto esencial para el desempeño profesional de todos los involucrados, responde a la necesidad de dar respuesta a la relación indisoluble entre el hombre y la sociedad como necesidad del mundo moderno, a través del análisis de las condiciones ambientales actuales y por ende a las enfermedades y otros daños a la salud que se derivan de esta interacción. Para estar a tono con los constantes y dinámicos cambios socioeconómicos, culturales, ecológicos y a punto de partida de reconocer que se necesita un profesional actualizado y actualizable, competente y comprometido de manera responsable con la profesión y la sociedad. **Conclusiones:** la profesionalización conlleva al mejoramiento como profesional, se logra en la preparación permanente y continuada con carácter dinámico, flexible, participativo, creativo e innovador, que le permita a este profesional prevenir con enfoque salubrista las situaciones higiénico epidemiológicas que se presentan en cada campo del saber.

Palabras clave: *salubrista, profesionalización, Educación Médica*

INTRODUCTION

The achievements in Cuban health and the indicators shown in the main health programs place Cuba with a pattern similar to that of developed countries and they do not stop surprising the world. This has been possible, among other things, by the historical formation of human resources, where the solid ethical, patriotic and humanistic values according to the demands of society have not been lacking. The development of the sciences in recent decades involves greater complexities, as well as the changes that occur in the entirely world, makes it necessary that human resources that are currently formed, have solid knowledge, skills and values in the environmental sphere, produced by the changes that society and the man a product of its development has generated.

Nowadays, the professional performance of the technicians and technologists in general, constitutes an inevitable bond between the work and the permanent and continued overcoming; this link recognizes the way that man has to face the constant transformations of the contemporary world, placing him at the center of the prevention and solution of health problems, from a scientific perspective.

The university as a formative educational structure, has as mission not only to satisfy the manifest or declared needs of society, but it must be able to recognize and identify which are the fundamental problems of its environment to implement strategies, models and other actions that favor the preparation and deepening of the knowledge of the human resources, giving them with the significant learning necessary to assume the challenges that the anthropogenic processes impose on them, and that they must resolve from the professionalization in their professional performance. ⁽¹⁾

In the systematization carried out on professionalization and when addressing the opinions and criteria of other researchers, we take what Bringas Linares refers to when he states: "In these times, unlike previous times, a greater capacity is needed to manage the complexity and mobility of the environment. This means understanding the general development trends, analyzing their impact on University Institutions and determining the ways to take advantage of the benefits of these influences, counteracting their negative effects." ⁽²⁾

It is important to mention that from the seventies, countries like Sweden, Chile, Mexico, among others, met at different world summits to raise awareness among all countries on the importance of achieving transformations in



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the way of acting and thinking of men as a species, this would lead to its proposing responsible and devoted solutions to the problems that it has generated in its development. ^(3, 4)

This socio-economic, cultural and ecological development involves Medical Education in Cuba and therefore the School of Health Technology, entity responsible for the training of technicians and technologists in various fields of knowledge, so it is essential that processes be strengthened permanent and continuous training that responds to the demands in the formation of a new man, which must be distinguished by knowledge, know-how, know how to be and know how to live together.

Something important to take into account within the Public Health Sciences to be able to talk about the state of health of the population, are the determinations or social determinants, interrelated with the health disease process, which involves hygienic aspects epidemiological, biotic and abiotic factors that are interrelated and favor changes, which can be positive or negative depending on the complexity of them and the degree of impact it produces on modern societies.

Researchers and health professionals often direct their knowledge towards the reduction and control of the diseases that affect humanity, re-emerging some and emerging others, by claiming thousands of lives and increasing losses, not only in health, but also economic faced with this problem, it is necessary to identify, in order to competently tackle the problems that, as a society, are frequent and that we must solve through science.

It would be novel, that the professionalization in Medical Sciences will acquire an elemental role as an aspect to be taken into account not only for a group of researchers and men of sciences, but also for all the graduates of their particular formations as an imperative necessity in their transforming participation of the social reality, and they will ask themselves, am I a properly professionalized health professional to be able to act correctly on the social requirements of the environment where I am performing?

Hence, the purpose of this publication is to show an approach to professionalization from Medical Education.

DEVELOPMENT

The training and improvement of human resources in the health sector began very early after the triumph of the Revolution, when prestigious professionals from all branches were absent from Cuba. In the first years, the overcoming began with the sending of professionals and technicians abroad to carry out the necessary learnings and then to develop them, in addition, emerging courses of all the personnel interested in an aspect of the depressed knowledge at that time until the conditions were created in the country for this important activity. ⁽⁴⁻⁷⁾

The scientific-technological, socio-economic, cultural and ecological development of society requires trained professionals, who give answers to the demands of their profession, in this sense permanent and continuing education must encourage their graduates to be professionals capable of assessing, predict and transform reality, with professional performances that demonstrate significant practical theoretical knowledge, backed by a creative and innovative thinking, committed to their social responsibility, that is, to be immersed in the process of professionalization in a conscious and responsible manner.

When systematizing about professionalization, several authors have raid into this aspect in different contexts, associated with the acquisition of a set of knowledge typical of the profession and that are revealed with the development of skills in the professional performance of the professionals. Professionalization is an educational process that despite not always having its origin in the education of the individual school, reaches its fullness in Advanced Education, once it includes the graduate of any level of education immersed in the sphere of work or in the community, because its essence is the reorientation and / or efficient specialization of human resources in tribute to professional improvement which is revealed in the acquisition and development of the basic competences demanded by the professional model and that is evident in their professional performance. ⁽⁸⁻¹¹⁾



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World organizations concerned about the quality of processes have also raid into this term, such is the case of UNESCO, which conceptualizes it, in its Main Project of Education for Latin America and the Caribbean as, "... an inevitable process in the Latin American context from transforming the role of all education professionals" ⁽¹²⁻¹⁴⁾, the authors agree, starting from recognizing the need for a permanent and continuous process of quality preparation that results in competent professionals.

The theoretical positions on professionalization show that the word has implications of commitment, by pointing to activity and action in the performance of a task, assignment, work or diligence; by involving educational institutions, which recognize in their objective the training of a highly qualified professional. ⁽¹⁵⁻¹⁷⁾

Advanced Education as a theory that feeds on the most genuine universal thinking of the pedagogical ideas of eighteenth and nineteenth century thinkers and whose development and evolution as a fundamental aspect is based on the study of individual and social relationships that are established between the man and the society in a constant movement, constitutes an elemental scene for the development of the professionalization in the sciences of the Medical Education. In order to achieve the transformation that is expected, it is necessary that the professionals' performance constitutes the fundamental premise, so that the theoretical - practical proposal of Advanced Education, allows the explanation and foundation of different alternatives for the preparation of human resources and account in a distinctive way with the particularity that his analyzes are based on the relationship that is established between the man and the system. ^(18, 19)

Advanced Education appropriates the relationship of instruction and education, but pursues something more in terms of the relationship between theoretical and practical content, and that the performance in the practice is manifested as an individual's behavior in his daily work, that is to say, it tries from its practical theoretical position to awaken the need of man to get involved in processes of overcoming throughout his life that lead him to become a socially active force, capable of producing material and spiritual goods from creative, innovative performances, responsible and committed to their reality.

Professionalization as a process that begins in initial training and must continue uninterrupted throughout the work, is continuous and dialectical, develops and / or perfects skills, influences a better professional performance that leads to individual satisfaction, and requires new studies and validations, typical of the theory of Advanced Education. Professionalization involves personality transformations, and occurs within a macro process, aimed essentially at human resources to achieve human improvement.

The first studies carried out on professionalization dates back to 1987, when Professionalization is defined as the process that begins in the education of the individual (including all graduates of this level at any level of education immersed in the sphere of work or in the community), ^(16, 17) has as its essence the reorientation or specialization, as the case may be, of qualified labor resources, through which the acquisition and / or development of basic skills is achieved.

Therefore, it can be intuited that the profession is usually a certain type of school-learned activity, does not exclude the possibility of confirming the existence of professions exercised from the knowledge acquired by the individual through family traditions, without a formal instruction schooled.

The term professionalization from its different edges leads to understand that the definition that best fits the area of Medical Sciences, which includes Health Technology as a very young science, is one that in its conception assumes professionalization as the process developed by a subject through social, economic, cultural and ecological relationships that are established in the application of the scientific method, which includes the clinical, epidemiological method and the Nursing Care Process (NCP), for the fulfillment of their work, depending on the case, in correspondence with the demands of the context where the process in which it is involved is carried out and the fulfillment of the proposed goals and purposes, it is at this moment where the professional, institutional, social, ecological and human reached.



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This is obtained from permanent and continuous preparation, aimed at updating and strengthening professional skills; what leads to develop professionalization with a creative and innovative character, transforming reality in a positive sense, with personal, professional, socioeconomic, ecological and human satisfaction of the demands of the profession according to the development of society. ⁽¹⁹⁾

The professionalization from the referent of the Advanced Education, possesses qualities that must prevail in the performance of all professional:

- Expresses the need for transformation of the subject as a process and as a result.
- Implicit in the need for a continuous change that is mandatory at all levels, with a pattern essentially determined by the knowledge base domain.
- Allows dialectically include the rest of the referents: competence, mode of action and capacity for its character as a process.
- It has a human component that must react correctly in its confrontation with the community where it develops and the different factors that need to be transformed are present because they interfere in a social environment where man manifests himself.
- Evidence identity in its epistemological, theoretical and methodological referents when establishing stable supports for its analysis, evaluation and the proposal of solutions from scientific positions.
- They reveal the possibility of valuing and promoting transformations in attitudes, behaviors, responsibilities and the ways of daily activities in a specific environment.
- In addition to being in line with the development achieved by man in his scientific activity that allows him to interact with the already established.

To be in agreement with the constant and dynamic socio-economic, cultural, ecological changes and starting point to recognize that an up-to-date competent and devoted professional is needed in a responsible manner with the profession and society; This condition leads to improvement as a professional, dynamic, flexible, participatory, creative and innovative, which allows this professional to prevent with hygienic approach each and every one of the hygienic epidemiological situations that arise in each field of knowledge. ¹⁹⁻²³⁾

Achieve professionalization in the sciences of Medical Education as an essential aspect for the professional performance of all professionals involved, responds to the need to respond to the indissoluble relationship between man and society as a need of the modern world, through analysis of the current environmental conditions and therefore to the diseases and other damages to the health that derive from this interaction.

CONCLUSIONS

- According to the advances obtained in Public Health and the appearance of new diseases and other damages to health it is necessary to achieve the awareness on the part of the professionals of the Medical Sciences of their permanent and continuous preparation as a current necessity.
- The university must be an active part of the professionalization of all graduates according to the contemporary problem that involves their professional performance.
- The improvement of professional performance is an unbreakable attribute to professionalization in Medical Sciences.

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