

XXIII

CONGRESO INTERNACIONAL DE
CONTADURÍA, ADMINISTRACIÓN
E INFORMÁTICA

EL MODELO DE ESFUERZO-RECOMPENSA Y EL DE INMERSIÓN (*ENGAGEMENT*) ENTRE TRABAJADORES DE DIVERSAS ORGANIZACIONES

Área de investigación: Administración de recursos humanos

Luis Fernando Arias Galicia

Centro de Investigación Transdisciplinar en Psicología

Universidad Autónoma del Estado de Morelos

México

ariasgalicia1969@prodigy.net.mx

Octubre 3, 4 y 5 de 2018

Ciudad Universitaria | Ciudad de México



EL MODELO DE ESFUERZO-RECOMPENSA Y EL DE INMERSIÓN (*ENGAGEMENT*) ENTRE TRABAJADORES DE DIVERSAS ORGANIZACIONES



Abstract

There is a great concern in many countries around the world about workers' stress as a deleterious element of their quality of life. It is argued that the presence of stress impacts negatively on their physical and mental health. However, in many of the published papers attention is paid only to deleterious facets of work, letting aside favorable aspects of it. It is conceivable that any job has dark and bright sides. So, the question is: which one weighs more? In this research two models were used: the Effort-Reward (both tangible and intangible) -Disequilibrium, and the Engagement one, as well as questionnaires to measure both physical and mental health, intrinsic job satisfaction, pay satisfaction and work engagement. Two convenience samples were obtained: 151 professionals and executives, and 269 rank and file workers. Results showed a few statistically significant differences between these groups; however, from a practical view point they were very small. Resulting correlations were according to theory. Rewards (tangible and intangible) showed to be greater than efforts. Notwithstanding, actions should be undertaken to avoid diminishing peoples' quality of life in all types of organizations.

Key words: Effort-reward-imbalance Engagement Health Satisfaction

