Colombian Minimum Wage And Quality Of Life

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Abstract

The purpose of this article is to analyze the relationship between the quality of working life and salary compensation in Colombia. Whereas salary compensation can increase employee satisfaction and promote good performance and happiness; Job quality includes various objective and subjective dimensions, and may include income, job stability, job satisfaction, and social security. Able to provide a variety of work and personal benefits, improve employee satisfaction, and pay fairly for work and activities performed. The purpose of this study is to analyze and question the main hypothesis, which is formulated as follows: how important is the compensation policy for motivation and work performance?

Keywords: quality of working life, compensation policy, job performance, productivity, workplace, personal development.

Introduction

The quality of work life (CV) is a very interesting topic today, because it includes all efforts to increase productivity and improve the human well-being of employees and their environment. In this sense, referring to the word "quality" means a positive connotation or desirable situation based on the result of some evaluation or results.

Globalization has generated transformations in different areas, from the social field, to the most important as it is, the labor field, which we will deepen in this investigation, because it affects our day to day, from all aspects, since, if there is no quality of working life, it destabilizes and demotivates a person. Technology has been one of the great contributions of globalization, with itself, it is of the utmost importance to have much more trained personnel and committed to their work.
The current reality accompanies the advancement of technology, and although some physical risk has been reduced, the mental load has increased as it has been replaced by systematized technological tools with human labor to do the heavy work. Work activities have changed from purely physical activities to intellectual activities, emphasizing information work, knowledge management and problem solving. As a result, stress becomes a source of threat to the mental health and well-being of everyone who works in the company.

Considering the above, companies and organizations are now increasingly aware of the importance of labor development, training, integration, etc.; to enable and improve the quality of working life and employee satisfaction, to ensure the growth of the company, to provide greater opportunities for development. When it comes to the work environment, it refers to the conditions around a person that directly or indirectly affect their health and working life. Therefore, companies must take on a new responsibility for the personal development of their employees.

Organizations are becoming more and more competitive, companies today strive to be high-quality and efficient companies, and the people who work in all these companies are very important, because they have a valuable role, so the quality of working life also plays an important role. Companies today, large companies renew their quality of life policies and try to meet the needs of all company employees so that they can support business objectives, motivate, train and achieve employee retention. employees and the best talent.

Improving people's working conditions has consisted of reducing risk in companies, but also taking human behavior into account, generating safer practices that provide a better quality of life in the workplace. In many companies, they do not care about stability, commitment, autonomy, security conditions or growth opportunities for the employees themselves; This is not good for the employee or for the organization: it is important to note that the employee is more satisfied with his work environment, the organization is expected to perform better and therefore the company is more productive.

In Argentina, Laura Parisa and Alicia Omar published a book in 2008, "Prediction of job satisfaction of doctors and nurses"; The effect of job dissatisfaction on employees causing job stress. A group of professionals from institutions were interviewed.

City of Rosario (Argentina) with signs of overcrowding, lack of support and perception of justice, the organization is the most important cause of stress in the population; summarizes that if the stress index in a population is low, then joy, satisfaction and quality of life will increase. In 2009, Mexico conducted a study on quality measures. Life as a resident, highlighting that there is a lot of stress at the beginning of the stay due to complaints from residents, patients and family members, long working hours, less rest time, insufficient medical knowledge, poor
Stimulants, lack of sleep (excessive use of alcohol and cigarettes) can affect decision making and the use of inappropriate strategies. Studies showed that the quality of residence in working life decreased during the first year, with more dissatisfaction reported in case of medical emergency.

Why is quality of work life so important?

The study of the quality of work life is a very important challenge for any company that wants to increase productivity and efficiency, since if the employees are in a good working environment, it will have a positive impact on the final objective of the organization, since work is what ensures quality. The most important factors of a product or service. It should be noted that the CV concept was not born as such, but was formed during the development of the concept; in the first related meaning, the emphasis is on the standard and condition of life, happiness, prosperity, etc. The passage of time is used by different writers.

The concept of quality of work life at CVL includes all work-related conditions, such as working hours, remuneration, work environment, benefits and allowances received, career opportunities, relationships, etc., that may be related to job satisfaction, employment, motivation and performance. According to [1]

In short, it is about coordinating aspects of work related to the human experience and the purpose of the organization. [2]. The quality of working life "describes the way in which work experience is obtained both in its objective conditions (safety, health, remuneration, etc.) and subjective (worker's lifestyle)" [3].

Currently, the working conditions do not provide employees with enough benefits in exchange for the services rendered, but the institutions are the ones that benefit the most from their employees. The reality of the labor market in Colombia is full of uncertainty, insecurity and injustice, since current working conditions are extremely unfavorable and the standard of living is far below the basic needs of workers, such as security, stability, protection, well-being, and predictability. More and more people want their work to allow them to make greater use of the skills and competencies acquired in the educational process, intrinsic job satisfaction and give them the opportunity to develop as people [4].

Important aspects that affect the quality of working life in a company

The quality of work and life also includes aspects as fundamental as job security, working conditions and job characteristics that allow gaining experience, enriching work (meaningful and challenging, diverse, ensuring independence, taking decision-making, inspires leadership).
It also includes aspects such as objective working conditions and the personal perception of these conditions; avoiding situations that give rise to absences, conflicts, etc. Finally, the relevant working conditions, especially with the introduction of new technologies, the role of the worker is becoming more and more complex in terms of mental workload and stress, which requires training, coordination and cooperation of all employees. [12]

[13] addresses that the elements that allow access to quality of life at work involve:
- The possibility of executing a work that causes a harmony between employment and family.
- Job satisfaction.
- Labor or professional growth, which allows people to develop a career.
- Motivation at work.
- Well-being.
- The positive and pleasant work environment.
- Safety and health at work.
- The reward or gratuity for the work performed.
- Autonomy.
- Respect for the schedule.
- Participation in decision-making, to stimulate leadership.

Improving people's working conditions reduces the risk for companies, but at the same time, taking people's behavior into account, safer practices can be developed that improve the quality of working life. In many companies, they don't care about job security, commitments, benefits, incentives, safety, or advancement opportunities; environmentally friendly

There will be greater productivity and they will perform better in the company. The greater the satisfaction, the better the performance of the employees and the greater the benefit to the company. company members; It consists of actions that create favorable working conditions that can be linked to job satisfaction, motivation and performance, with positive effects on the organizational unit, including the productive sector and interpersonal relationships. [14]

It is the responsibility of human resources to intervene in the following fields to ensure a quality of working life . Work climate: The work climate is the environment that is breathed in the environment where employees carry out their various tasks. A concept that depends on factors related to the perception and characteristics of the employees, as well as the operations of the company.

It is necessary for the Human Resources Management area to establish a key strategy for the formation of healthy and harmonious relationships and for an effective feedback mechanism that allows directing and coordinating actions. [fifteen]

To carry out this strategy, it is necessary to carry out an evaluation of the work environment,
which consists of the following criteria as described by the (Department of the public function of Colombia, 2022):

- Identification and categorization of the perspective of employees.
- Analysis of the perspective that employees have with different variables that refer to the work environment.
- Determination of the main differences reported by employees.
- Analysis of strengths and weaknesses.
- Establishment of diagnostic hypotheses and suggestions of intervention strategies.
- Development of growth strategies.
- Design specific interventions for the dimensions observed.

Organizational Culture: For [16] this concept is born Organizational Culture (OC) to organize small ideas in a society with socialization processes, norms and structures in which cultural identities are developed.

According to [17] the definition of OC has a sociological or anthropological basis and has two approaches: functional culture arises from collective behavior and symbolic culture exists personal interpretation and knowledge – although most researchers take the functional sociological perspective as culture as a manageable organizational characteristic.

This culture must fulfill certain functions such as:
- Inform a feeling of identity to the members of the company.
- Promote commitment to something greater than myself.
- Intensify the stability of the social system.
- Offer recognized and accepted premises for decision-making.

Organizational Change: Change has always been a need for individuals, societies and groups. Therefore, as open and complex systems, organizations must constantly adapt to change with high responsiveness. This is an increasingly important business variable that allows companies to discriminate or classify, and it is from the perspective of their managers that it is necessary to explain that the organization's internal processes must generate momentum, otherwise it would not be possible to see the changes mentioned in the eyes. [18]

If the change has several sources, it is best to assess the situation, because it can be facilitated by the development or influence of a set of dynamic variables (technology, process, strategy, procedure), which in turn are influenced by external factors of customers, suppliers. Managers influence suppliers and competitors as well as internal forces such as human capital and business policy and strategy. From this point of view, change should not be seen as a characteristic of the
organization, but should be understood as a sign of continuous change, so that the organization, on the one hand, initiates change and, on the other hand, simultaneously innovates... time. in that. [19]

**Collection of data about the quality of working life in different parts of Colombia**

The Colombian hydrocarbons sector has been labeled as a growth business. The volume of hiring in this sector is very high and there are a number of related companies, but even with this growth they have forgotten a valuable issue and that is the quality of working life of each of the workers. In this framework of ideas, the understanding of the factors that determine their perception constitutes an aspect of transcendental importance for organizational psychology and work” [22].

that is why after carrying out the present investigation in the case of Cilam grupo empresarial sas, it can be concluded:

- The quality of working life in the organization does not provide employees with a sense of well-being.

- The main reasons why this quality of life does not occur in the workplace are: poor communication, lack of employee motivation, which means that in most cases employee performance suffers.

- Spaces and opportunities for employees to share and relax are limited; conditions in some camps do not allow them to equip 130 comfortable toilets. It affects not only the psychological aspects of people, but also assertive communication and increases harassment, discrimination, etc. cases.

- Working for a company with such a social purpose is a sacrifice not only for everyone who works there, but also for those who love because they have to leave their homes.

- Inequality in the oil field is determined by rates and contractors. This is reflected in the camps, accommodation facilities, casinos, and even the food served there, as well as this aspect of the job, who benefits from hydration, snacks, etc., completely unconcerned about the quality of the food. worked. Life should be the actual concept of being a factor in the well being of the employees.

- They don't have a job recognition program to help motivate builders and managers a bit, which I can confirm creates a high level of negativity.

- They also do not have social welfare policies or programs that help improve the quality of life
of workers at work, and they rarely engage in 50-hour legal commitments in the field and administration, with the occasional consolidation.

- Another factor that is greatly affecting the quality of working life of workers is the overload of functions in workers in the administrative part, which means that they do not have a balance between personal life and work.

- The long hours of work in the field where they start very early and end in

Sometimes depending on the activity and the work area until late at night, the next day the worker does not have enough energy to provide the performance desired by the company.

- The places where they work are usually inaccessible, dangerous and hot. These conditions prohibit the use of technical equipment, require constant hydration and require the use of uniforms, helmets, goggles and safety boots, which generates greater wear on workers.

- And the position of the engineer, after finishing the work on the site, they have to go to the proper container for the office to report and plan the work of the next day, which gives them a late night, which means they cannot rest enough. - As reflected in the diagnosis of psychosocial risk factors carried out in 2019, the above shows that employees who represent a very high risk are administrative, generate a high level of work stress and have little communication at work and at home.

Salary Compensation. The term compensation is used to refer to "everything that people believe, they act as employees of the company in exchange for their work. From this people receive a very important part of their work, it is salary, incentives when they exist and they benefit in money and in kind.[23] In conclusion, employee satisfaction can be found in the dimensions corresponding to institutional support for work and job security. It is recommended to design intervention programs to increase job satisfaction and quality of working life, improve dimensions such as job integration, job satisfaction, well-being at work, personal development and free time management.

The results of this research can be used to improve teamwork, the work environment, give motivational talks, etc. so that employees appreciate the work they do. Develop policies that allow employees to benefit from their work, clarify outcomes, set goals, and assign roles fairly to balance employee workloads so they can plan and manage their time off. [22]

The satisfaction for the recognition of his work, for the adequate supervision, produced by the support that, as a subordinate, he understands from the boss for being friendly and praising his performance, for listening to his opinions and for showing a personal interest towards him. Also, reference should be made to the job satisfaction given to the employee by his colleagues in the
work teams, the satisfaction he perceives when there is a balance between his family and his work or social life that leads to feelings of stability, the satisfaction he produces their labor and professional development and the motivation factors at work within the organization.

**Salary compensation in Colombia**

The term compensation is used to refer to "everything that people believe, they act as employees of the company in exchange for their work. From this people receive a very important part of their work, it is salary, incentives when they exist and they benefit in money and in kind.[23] Companies can choose different forms of business development; For example, a clothing manufacturing company chooses to design, manufacture and sell its own clothing, have direct contact with final consumers, while the other prefers the design, the offer of their products, produced for processing plants and sold through wholesalers. It is clear that, although both are involved in the same economic sector and may even be close competitors, each one chooses a type of different business, that is, it determines its own business strategy. It can be seen that when a company defines its business strategy, this will largely determine its main function, on and structure. [26] Analytical tools needed to be able to effectively manage compensation.

Another important part of the compensation, which corresponds to the satisfaction that the worker obtains directly from carrying out work with them and the conditions in which the work is carried out. [24]. According to [25] Compensation is the total payment an employee receives for services rendered, and many authors consider compensation as consideration. Likewise, Pernaut, cited by Urquijo, defines it economically as a fixed rate for production forecasts, it is collected continuously, based on the contract, the duty of the worker, TBD.

**Results**

Incentive programs contain several factors that make them attractive, regardless of whether from the point of view of the company, employees and even society. Among these factors are the following:

1) Unlike base salary, which theoretically at least recognizes past performance and is demonstrated by employees, incentives have the potential to generate interest in better future performance;
2) it assumes that it is in the interest of companies to assume that when people's actions are rewarded, they can be stimulated to perform better;

3) risks are increasing in the existing business environment one way to share this risk with employees is to create a significant amount in the compensation plan as compensation; that is, as a contingent or non-guaranteed compensation that will be obtained only when the company and the employee achieve certain predetermined results, depending on the specific way in which
the funds issued as rewards are generated and distributed. In our professional experience, we have had the opportunity to observe how incentive programs are designed, communicated and administered.

In a related way, they can contribute to the dynamics, results and general performance of the company. [33] Although things are changing now, the benefits are a form of compensation that often translates into tax breaks for the company and the employee. [34] This situation sometimes encourages companies to offer discretionary benefits in excess of what is required by law. But considering the government's need for this, in addition to obtaining greater economic resources, today there is a growing trend towards tax benefits such as cash income received by employees. Despite this situation, employee benefits—in addition to what is required by law—remains a powerful resource for compensation managers to increase employee identification at their company. [35]

conclusions

Although the social and organizational implications of the CVL phenomenon persist, little research has been done to explain its characteristics. However, it can be concluded that the concept of "quality of life at work" describes the well-being and health of all employees, so that they can perform their tasks optimally and combine work with private and family life. Since the quality of life in the workplace includes several aspects related to the work environment (and everything that this means and requires), it must be taken into account when referring to it globally, it consists of two main dimensions that can provide a cast aside and a distorted view of life. Professional, objective and subjective dimensions, on the one hand, factors derived from working conditions, job performance and the general organizational climate, on the other hand, the psychosocial processes in which employees experience the aforementioned work climate.

Organizational success is linked to a series of internal conditions specific to each institution, in which the organizational climate and quality of work life progressively link objective characteristics of positions, positions and work areas, this appropriation facilitates the subjective satisfaction of employees and their personal and corporate values. On the other hand, the work environment is influenced not only by endogenous factors of the workplace, but also by everything that happens in areas other than work that make up the daily life of an individual (family, friends, internet, free time and free time).

The quality of life in the workplace does not depend only on the physical condition of the employees or their academic levels, but on the contrary on a set of variables that directly interfere in the decisions of the operator, in this case the social conditions, economic and sentimental detail a correct adaptation or not of the individual in his workplace, since if any of these fields represents a problem within the individual, he is prone to decrease his productive levels or give up the fulfillment of his functions.
For most office workers, their salary not only directly affects their standard of living, but also their status and recognition inside and outside the workplace. When it comes to reviewing your salary or salary structure, you should examine how your salary policy relates to the development opportunities offered within the organization.

Compensation plans include incentives and benefits that organizations offer employees in exchange for their work. However, the aforementioned remuneration should not be limited to the quantity or performance of the activities, but should also include the quality and added value of the employees who contribute to the achievement of the company's strategic objectives. In this sense, compensation plans must go beyond financial considerations, they must include recognition of the needs of employees and be backed by measurement tools that allow objective compensation. In summary, it is necessary to know the relationship between remuneration and other processes involved in HR management to identify benefits, benefits and consequences.

It can be obtained from decisions in various processes, impact on the work of new or existing employees in the company. Innovations in the development of compensation plans, taking into account new trends in hiring, types of work (office, home), people development needs, globalization, etc., allow offering compensation plans that attract better workers to become part of the organization.

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