

Wage remuneration and benefits received related to the quality of working life received in the Northeast of the state of Guanajuato, case; Victoria, Tierra Blanca, Santa Catarina, Xichú and Atarjea

Remuneración salarial y beneficios recibidos relacionados con la calidad de vida laboral percibida en el Noreste del estado de Guanajuato, caso; Victoria, Tierra Blanca, Santa Catarina, Xichú y Atarjea

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Abstract

This study shows the perception of workers in the municipalities of Atarjea, Tierra Blanca, Santa Catarina, Xichú and Victoria who make up the Northeast of the State of Guanajuato, regarding the current wage structure, result of exploratory quantitative research carried out by students and teachers from the Universidad Tecnológico de Norte de Guanajuato, Campus Victoria. Instrument Design: San Elias Rabbit Carla Michelle, Mejía Rodríguez Edith Magali.

Wage perception, Wage structure, Benefits, Stimulus

Resumen

El presente estudio muestra la percepción de los trabajadores de los municipios de Atarjea, Tierra Blanca, Santa Catarina, Xichú y Victoria los cuáles conforman el Noreste del Estado de Guanajuato, respecto a la estructura salarial que presentan actualmente, resultado de la investigación cuantitativa exploratoria realizada por alumnos y docentes de la Universidad Tecnológica de Norte de Guanajuato, Campus Victoria. Diseño de instrumento: San Elias Conejo Carla Michelle, Mejía Rodríguez Edith Magali.

Percepción salarial, Estructura salarial, Prestaciones, Estímulos

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Introduction

Currently, the contribution of workers is considered as an irreplaceable value that generates significant benefits to organizational results and integrates additional intangible assets such as loyalty, commitment and cooperation; Paradoxically, there are still companies that maintain the industrial conception, devaluing people and considering them as cheap and replaceable labor, resulting in high talent flight, constant rotation and low productivity, complying with the least trained elements and those that only they consider the company as a momentary solution for their economic problems, while they get a "good job".

Data indicate that in Mexico 42.2% of employees have only the benefits of law, 2.9% with benefits below the law, 18.9% have no benefits. Merca 2.0 (2018). Regarding the identification of the causes for which human talent changes employment, there is a lack of recognition since, according to people, we expect to feel important and appreciated, obtaining a positive feedback that corresponds to the value contributions made, the related economic stimuli The creation of value, recognition and trust are forms of motivation that allow workers to feel valued and proud of the work done.

The present case is approached from the quantitative-exploratory method, which starts from the study on the salary perception of workers in business with retail business and services in the municipalities of Victoria, Tierra Blanca, Santa Catarina, Xichú and Atarjea, the hypothesis is to know if the salary structure of workers in the northeast region of the state of Guanajuato is competitive within the international labor market.

The investigation raises unknowns, such as: Types of benefits and incentives that the worker receives, ¿Percentage of workers (as) according to their gender? And what elements regarding the salary structure are in the area under study? What benefits are needed to be able to consider the companies in the area as competitive companies? This problem particularly affects the economic development of the municipality, as it impacts various factors such as: employment, quality of life, health and education to mention just a few.

Problem Statement

People hope to find in our work a place that provides us with professional development, sufficient income to meet our needs, recognition of our contributions and a place of coexistence in which we can relate positively. The time we spend in a job is an important part of our life, so we will always look for those conditions that give us greater satisfaction, recognizing the existence of a human capital as or more important than the economic capital that gives life to the business. Sánchez Soto, J. Á. (2019).

However, recent studies show that in Latin America there are more than 145 million workers who do not contribute to social security; Mexico is the country that progresses more slowly in the formalization of employment throughout the region. (Forbes 2018).

The Present and Future Report on Social Protection in Latin America, of the International Labor Organization, shows that Latin America achieved that the average of workers with benefits went from 36.6 to 44.6% of the economically active population, despite the progress, there are still More than 145 million workers who do not contribute to social security or have benefits. (Forbes 2018)

Some countries made considerable progress, such as Brazil, whose proportion of workers with benefits increased from 42.5 to 53.9% between 2005 and 2015, however, Mexico ranks as the country with the lowest progress from 30.4 to 31.6% of the population employed in the same period of 10 years. (Forbes 2018). When it comes to new job opportunities, prospects to fill a vacancy look for elements such as the home office option, recognition, challenges, growth and attention, but in addition, many of the candidates also pay special attention to an important section, labor benefits, these usually vary between each company, however, there are some that are known as "by law", that is, they are embodied in the Federal Labor Law and it is mandatory that companies give them to employees who have with an indefinite contract. However, there is a contrast with what employees look for as work benefits, according to the OCC, it states that the 8 most attractive benefits when looking for employment are:

Medical insurance, vacations, training, Christmas bonus, pantry vouchers, medical expenses insurance seniors, savings funds and productivity bonuses. As you can see, holidays and Christmas bonuses are present, however, most of the benefits sought by employees fall into what is considered to be superior benefits to those of the law.

Objective

Identify the salary structure of workers in the northeastern region of the state of Guanajuato in order to know the conditions they have in the labor market.

Methodology

The present investigation is approached from the quantitative method with an exploratory scope, (Hernández, Fernández and Baptista, 2010). Since it aims to examine an unknown, little studied or novel topic. To a group of randomly selected employees under sampling for finite populations, with a sampling error of 0.7%, seeking to have a confidence level of 97.5%, obtaining the following results for the application of the instrument: Municipality of Atarjea has 30 units and the Sample is 12 surveys; Santa Catarina 163, shows 38; Land Bank 171, shows 39; Victoria 230, sample 44; Xichú 200, shows 41. Giving a total of 174 interviews. It is worth mentioning that the information regarding Total of investigated population is 794 units, considering the Economic Census carried out by INEGI in 2015 considering those businesses with retail trade and services.

General instrument

The questionnaire was designed to be applied on paper by the students who participated in the research. Each participating student was responsible for capturing the data collected on a platform, via the Internet, the instrument was made up of the following variables: 1) General data of both the organization and the respondent; 2) Labor relationship; 3) Administration of wages and salaries; 4) Basic benefits, incentives and incentives and 5) Social Security benefits, the questions were structured with multiple options allowing respondents to select one or more options from a list of previously defined answers.

In order to obtain the information, 21 students of the Human Capital Area Administration career were trained to apply the instrument through an interview and subsequently capture the results in excel for later analysis and interpretation.

Definition of the study variables

We will begin by defining the salary concept Varela, R. (2013) defines it as: the regular remuneration assigned for the performance of a professional position or service. It is usually a term that applies to office, administrative or supervisory work. In this regard Alfaro, M. (2012). He emphasizes that salary and salary are two concepts so common in our country that apparently they have two different meanings but in essence they mean or same, because both salary and salary are the way in which the company pays the worker for the services provided. The only difference is that when the payroll of trustworthy personnel is discussed and paid, and when the payroll of unionized personnel is drawn up and paid, wages are discussed.

The LFT (2019) defines Salary as the compensation that the employer must pay to the worker for his work. The salary is integrated with payments made in cash by daily fee, bonuses, perceptions, room, bonuses, commissions, benefits in kind and any other amount or benefit that is given to the worker for his work. Quiroz, A. F., Rojas, N. T., & Nieto, Y. O. (2019).

Incentives These are the benefits in money or in kind independent of the salary that a worker receives for having achieved a previously agreed objective in the performance of their work. Rivera, A., & Liceth, R. (2019). Benefits; They are additional benefits to the salary that workers receive for the mere fact of holding a position, they can be minimal, according to those provided by the Federal Labor Law or higher. Varela, R. (2013). This will depend on the policies that the companies establish for this purpose, according to their economic and financial possibilities, the sector or market in which they compete and according to the level of positions to which they are oriented, as long as they maintain the generality, comply with the requirements established by the tax laws for their management and granting.

Minimum benefits granted by the employer to the worker and which are established in the Federal Labor Law; Christmas bonus, vacation and vacation bonus, among others. Morales, A. et al., (1999).

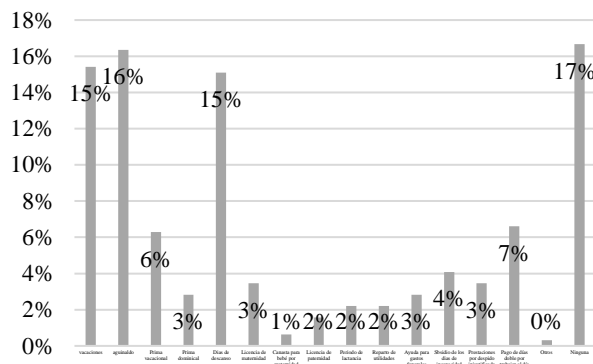
Some benefits superior to the Federal Labor Law are; Insurance of major medical expenses, savings fund, educational scholarship, pantry vouchers, bonus (above 15 days of salary), vacation premium (above 25% on holiday income), among others. Pérez, C.C. (2005). Compensation package Refers to the set of benefits and remuneration in money, kind and services that the employee will receive on a monthly or annual basis according to the position as well as the level at which he or she is within the organizational structure.

Results

We know that 62% of the interviewed people currently working belong to the female gender and 38% to men. The great part of the employees have the preparatory level, representing 48% in the next level is the secondary level with 18% and with 11% those of Higher University Technical level and with a 7% degree level. Regarding the time they have been working, the respondent gave us the following result 58% more than 1 year and 42% less than one year. When investigating whether there is a work contract, 77% mentioned no, only 19% say they do and 4% have no knowledge about it. 66% of employees tell us that they do not have the possibility of ascending to another position, while 34% tell us that there is such a possibility. Regarding the payment granted to workers for the service provided, we find the following results: 77% indicate that they are paid between 2686 to 4000; 14% of 4001 to 6000 and 6% of 6000 to 8000 pesos per month, these being the main results.

When investigating whether they provided any commission within their work, they informed us that 83% do not receive commission and 17% if they receive this concept. The workers are unaware of the application of the salary increase represented by 37%, 44% informed us that it is done individually and 18 in general. 57% of employees mention that they are not paid the extra time they work, while 43% say yes.

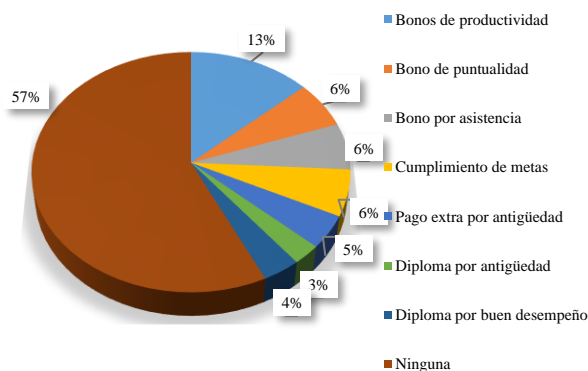
Benefits granted



Graphic 1 Benefits granted in the area under study

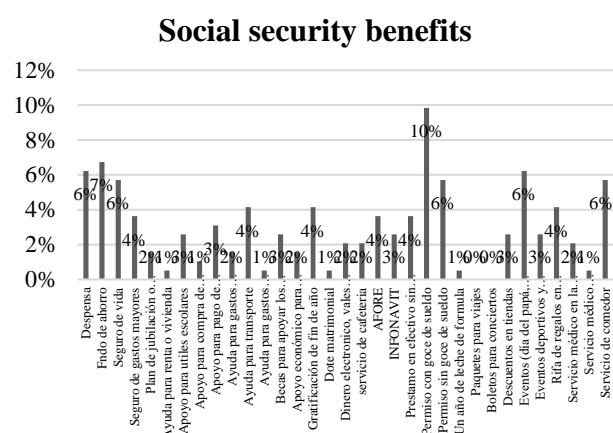
As can be seen in graph 1 regarding the benefits granted, 17% of the workers who were surveyed indicate that they do not receive any benefits, 16% mention that they receive bonuses, 15% receive vacations, 15% receive days rest, 7% receive double pay for working on holidays, 6% receive holiday premium.

Stimuli you receive



Graphic 2 Relationship of the type of stimuli received in the area under study

It can be seen in graph 2 that 57% of the workers do not receive any kind of stimulus, 13% receive a productivity bonus, 6% receive a punctuality bonus, another 6% receive an assistance bonus, another 6% receive a bonus for goal fulfillment. 81% informed us that they are not affiliated with a health institution by work, 13% are affiliated to IMSS and only 6% to ISSTE.



Graphic 3 Social security benefits received in the area under study

Of the social security benefits presented in Figure 3, we find the following results: 10% mention that they receive a salary permit, 7% receive a savings fund, 6% have a pantry, another 6% receive insurance from life, 6% receive permission without pay, the other 6% hold events and 6% support them with the dining service.

Conclusions

We found that there are large areas of opportunity within this type of business that are within the area of influence of the Technological University of North Guanajuato, specifically Victoria Campus, possibly due to ignorance of both the employer and the workers, within the area we realize that there is little chance of having a job opportunity that offers a good quality of life, so people looking for employment should go to other larger municipalities and those who choose to stay, these are the conditions in which they find each other. It is worth mentioning that if there are some companies that care about providing a good remuneration to their workers, both economic and non-economic, but unfortunately it is a very low percentage. In order to carry out this type of research, the support of the students is essential, since the main way of applying the instrument is through the interview, since it is difficult for people who work within this type of organizations to have access to any social network or an email account and above all guarantee the obtaining of the information, so it was decided to apply this technique to collect the information, although it becomes a bit complicated because of the distances we must travel to be able to find the organizations already Workers.

This type of research broadens the panorama and gives us true information on the conditions in which the workers are working with regard to perceptions, so we realized that work must be done to be able to provide better benefits to the personnel working within these organizations.

Recommendations

It is considered necessary to generate value labor proposals as a mutual benefit considering them as employee retention strategies, organizations offer a series of attributes in the labor market, which workers perceive as the value of working in a company. determined (Hernández, 2012).

The employee value proposition (PVE) identifies organizations by carrying an implicit message that supports the image of the company as an employer. A properly structured PVE constitutes a key piece in the positioning of the company as a quality employer, being able to attract the best talents in the labor field and generating a feeling of belonging among the employees, who will perceive it as a good place to work. The PVE may include different benefits in addition to those indicated by law, professional and personal development, quality working conditions that seek the health and well-being of the worker, as well as an adequate working environment. Stefanini, C. J., Olim, A. P. A., & Alves, C. A. (2019).

The PVE generates mutual benefits by offering the worker conditions superior to the rest of the workplaces and the company provides him with the best talents, in addition to generating intangible benefits such as loyalty, commitment and responsibility, whose benefits can be observed in the good worker performance.

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