



"El saber de mis hijos
hará mi grandeza"

Año 12.
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Reliability and validity of the scale of labor welfare

María Inés Cervantes Rivera, Gilberto Bermúdez Ruíz, Cruz García Lirios

Department Administration Sciences, UAEMEX, Edomex.

Abstract – *The objective of this work was to establish the reliability and validity of an instrument that measures labor well-being, considering a review of the public literature from 2015 to 2019 in international repositories such as Copernicus, Dialnet, Ebsco, latindex, Pubindex, Redalyc, Scielo, Scopus, WoS, Zenodo and Zotero. An exploratory, cross-sectional and correlational study was carried out with a sample of 245, considering its insertion in the labor market, as well as its participation in the system of professional practices and social service. Eight dimensions were established regarding satisfaction, capacity, trust, justice, timeliness, valuation and the environment that accounted for 81% of the total, variance, although the research design limited the findings to the research scenario, suggesting the extension of work towards other professional training scenarios.*

Keywords: *Quality of life, labor welfare, life satisfaction, group norms, availability of resources, perceived capabilities.*

Confiabilidad y validez de una escala de bienestar laboral

Resumen – El objetivo del presente trabajo fue establecer la fiabilidad y la validez de un instrumento que mide el bienestar laboral, considerando una revisión de la literatura publicada de 2015 a 2019 en repositorios internacionales como Copernicus, Dialnet, Ebsco, latindex, Pubindex, Redalyc, Scielo, Scopus, WoS, Zenodo y Zotero. Se realizó un estudio exploratorio, transversal y correlacional con una muestra de 245, considerando su inserción en el mercado laboral, así como su participación en el sistema de prácticas profesionales y servicio social. Se establecieron ocho dimensiones relativas a la satisfacción, la capacidad, la



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confianza, la justicia, la oportunidad, la valoración y el entorno ue explicaron el 81% de la varianza total, aunque el diseño de la investigación limitó los hallazgos al escenario de la investigación, sugiriendo la extensión del trabajo hacia otros escenarios de formación profesional.

Palabras clave –*Calidad de vida, bienestar laboral, satisfacción con la vida, normas grupales, disponibilidad de recursos, capacidades percibidas.*

Introduction

This work was proposed to establish a correlative model to discuss the importance of other variables in the investigation of the quality of life. The quality of life understood as satisfaction related to resources, values, norms, expectations, perceptions and capabilities is a central issue in the public health agenda for sustainable local development (García, 2013).

Some studies on quality of life provide significant gender differences regarding transportation, employment and recreation. Furthermore, when pondering as a perceptual system resources around the individual and in reference to the parent group, it is considered a style of personal well - being that is geared to social integration (Garcia, 2019).

But quality of life is correlated with anxiety and depression in medical situations of uncertainty and deteriorating health. That is, the quality of life is the result of the perception of scarcity of resources rather than the hopes generated from personal abilities. Opportunities seem to boil down to a minimum and thus the responsibility of self-increases and an improvement in expectations is observed through the links between the members of a social, family or school group (Espinoza, Molina, Sanchez, Sanchez & Garcia, 2019).



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Eight alluding to the quality of life dimensions. This is the economic well - being, interpersonal relationship, family situation, neighborhood context, social capital and health. Therefore, the quality of life is a web of expectations that are based on a figurative nucleus to influence the decisions of resource allocation (Carreon & Garcia, 2013).

When the individual is undergoing one, health, family or interpersonal economic situation, often estimated that their quality of life has been substantially modified. Immediately aesthetic, emotional and rational expectations that drive actions that target the generation and update capabilities subject to the group to which it belongs or wants to belong are activated. That is, the quality of life is a history of the formation of a group identity and sense of belonging anchored to freedom of choice, expectations of justice and collective mobilization (Moreno, Ferruzca, Balderas, Vazquez, Bello, Ugarte, Lirios, 2019).

The quality of life in their perceptual phase generates emotions of distrust of authorities arising in dissident citizen actions. Rather, the perception of quality of life, as to the notion of social justice, is linked to conventional styles of development that the individual has learned since childhood and now as an adult translates as reliability or confidence, but realizing that the link is asymmetric with its authorities then mobilizes the resources needed for civil disobedience (Sanchez, Sanchez Bermudez & Garcia, 2019).

Notes that the quality of life, in its dimension of life satisfaction, requires a set of indicators to guide not only the perception of the subject, but also collective action. A low level of life satisfaction is sufficient to activate the process of social dissent, but a high level of life satisfaction does not create collaborative, supportive or empathetic links (Villegas, Carreón & Garcia, 2019).

However, low levels of life satisfaction, which suggests minimum standards of quality of life, promote the formation of support networks. This is the case for the new lesbian-gay or environmentalists, who by forming self - help groups cause greater who only receive social movement's abundance of resources (Carreon, Villegas & Garcia, 2019).



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As the quality of life is specific and limits to psychological factors, expectations of discontent, indignation and civil disobedience are increased, but also emerge social skills such as creativity and innovation of minority groups against ideological or pragmatic imposition of the majority (Carreon, Espinoza & Garcia, 2019).

In short, the quality of life in economic, political, social, health, educational, employment and technological terms is a multidimensional construct. Relations between opportunities, skills, responsibility, fairness, reliability and life satisfaction aimed at mobilization can be realized in a model. It is around variables which links economic dependence between social and personal factors, political, group influence life satisfaction (Martinez, Espinoza & Garcia, 2019).

The capacities would have a significant impact on life satisfaction, since a high level of education is offset by a high satisfying lifestyle. Moreover, if the connection between capabilities and satisfaction of real or symbolic opportunities, then as indicated by the human development is complemented (Carreon, Hernandez & Garcia, 2019).

However, the process involving freedom of choice, necessarily capabilities and life satisfaction, is subject to the availability of resources and their distribution among species. In the case of common resources there is a zero - sum tragedy in which the actors involved rather than cooperate and establish an administrative stewardship of resources, wantonly compete and suppress the possibility of growth of other species. That is why the availability of resources indirectly affects life satisfaction (Sanchez, Carreon & Garcia, 2019).

Although the availability of resources pacesetter in the organization of human groups, is the state in reference to citizenship who encourages the spread of resources. When the relationship between civil society and authorities is asymmetric, then the quality of life fades, but when there are bonds of trust then emerges life satisfaction (Villegas, Martinez, Hernandez, Aldana, Balderas, Sandoval & Garcia, 2019).

In another scenario, the link between citizenship and justice authorities raises expectations that undermine or ennoble responsibility. This is because politics is



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concomitant with the economy. Higher levels of governance are observed in prosperous countries, while governability underlying weak economies. That is why the expected justice directly affects the life satisfaction of citizens for their political system (Hernandez, Carreon & Garcia, 2018).

The process of confidence, skills and life satisfaction. The relationship between society and development - oriented State has in the formation of human capital its main link. Development, unlike the growth but high standards of life satisfaction why, capabilities are an essential factor in the link between political reliability and personal life satisfaction (Garcia, Espinoza & Carreon, 2018).

The indirect relationship between justice and satisfaction to be mediated by the capabilities supposed ecological development scenarios. The notes that the connection between authorities and citizens defined by molar and molecular actions that affect individual satisfaction (Sanchez, Hernandez & Garcia, 2018).

Molars acts contrary to the molecular actions involve significant links that contrasts the individual in crisis situations. Meanwhile, the little meaningful relationships are understood as molecular events from which it is not possible to build a collective memory, social dissent and civil disobedience. Thus justice, considering a system of molar actions, influences life satisfaction while being regulated by the personal abilities (Carreon & Garcia, 2017).

However, the opportunities which affect relations between reliability, justice, capabilities and satisfaction. Thus, freedom of choice to be linked with the political reliability and individual capacities impact on life satisfaction. This is because the trust between citizens and politicians depends on options of choice in employment. If there are job opportunities, then political reliability increases and generates high skills affect states of satisfaction. Or, the opportunities are disseminated as justice factors affecting the generation of job skills, while it is possible to observe the growth of personal satisfaction of life (Villegas, Sanchez, Espinoza, Garcia & Quintero, 2019).

However, freedom of choice involve decisions, demands and resources from which gestate opportunities. It is for this matter that the availability of resources, but above



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all, the dilemma of their distribution, impacts the development of communities or groups sharing scenarios and contexts (Sanchez, Valdés, Garcia & Amemiya, 2019). The story of a community or group seems to be undermined by networks of cooperation and trust while resource availability permits. In a situation of scarcity dilemmas and thus the tragedies of common entities emerge. In this sense that opportunities are the result of a shared responsibility between the parties involved (Hernandez, Garcia & Carreon, 2018).

Thus, resource management indirectly affects satisfaction through opportunities, reliability, justice and abilities. In the first instance, the lack of resources would create a reduction in levels of public trust in the public administration, it would impact the choice options slowing consumption capacity. Once the purchasing power is compromised, citizen satisfaction levels are reduced to a minimum. In this vein, the shortage may also affect public perceptions of injustice, against the lack of government tangency, choice capabilities are reduced to influence life satisfaction (Zallas, Molina, Coss, Valdés, López, Bucio & Garcia, 2019).

In contrast, when the availability of resources is insufficient but widely perceived by the public, choice opportunities appear to act in the public trust and thus in decision making not only seeking personal or group satisfaction, but social. This is also a process of justice before the distribution of resources via public services. In this scenario, life satisfaction precedes choice options to be perceived as abundant transferred the effect of social justice to life satisfaction (Hernandez, Carreon, Bustos & Garcia, 2019).

Likewise, the relationship between environmental assessment (resources) and life satisfaction (needs obtained) understands as a direct and meaningful process. It is an asymmetrical relationship, as the shortage of resources with rising expectations raises a scenario that compromises the public confidence for their future rulers and capabilities of future civil society (Martinez, Sanchez & Garcia, 2019).

The case of social norms regarding the administration and therefore, the distribution of resources, its relationship with satisfaction in being direct and meaningful comprises a structural reductionism, or, interaction with social justice and capacities



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implies the emergence of a democratic system of citizen opening partnership against the State (Garcia & Gutiérrez, 2019).

The dependency links that are specified in the model fit the observed data. That is, the perception of availability and commonality of resources impacts directly and indirectly on the life satisfaction of students. In the second case of indirect relationship, expectations of opportunity, trust, fairness and ability to reduce or increase the incidence of resources expected on life satisfaction, adjust their relations to specified data (Sanchez, Martinez & Garcia, 2019).

Although the literature review explains the relations of dependence between the factors related to the quality of life and subjective well-being, the specificity of the context implies another type of interrelation since, the actors involved appear to be distinguished from those reported in the state of knowledge (Aguilar, Perez, Perez, Morales & Garcia, 2019).

Method

Once the relationships between the factors derived from the literature review were specified, it conducted a cross - sectional study was conducted. A nonrandom selection of 245 students was conducted. The criterion of choice was having a paid, Internet service and have been enrolled in the school semester activity. They interviewed 120 women and 125 men ($M = 20.13$ years and $SD = 2.36$ years). Economic status to which the sample belongs was medium low with about \$ 1,500 monthly household income ($M = 950$ USD and $SD = 24.5$ USD).

A questionnaire quality of life from the educational, technological and labor dimensions depending on the factors of resource availability, social reliability, and social justice, opportunities for choice, selection skills and perceptions of satisfaction was built.

Process. The application of the surveys were conducted at the premises of the Autonomous University of the State of Mexico, after processing to the authorities of



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the institution. When solving the questionnaire, respondents were instructed to write any questions they may have regarding the survey. Once the information was collected was captured in the Statistical Package for Social Sciences (SPSS, for its acronym in English) version 21.0, to estimate the parameters in multivariate analysis structural moments (AMOS, for its acronym in English) version 6.0.

Analysis. An analysis of normal considering the kurtosis parameter assuming reliability and internal consistency or Cronbach's alpha was performed. Then we proceeded to estimate the construct validity prior sphericity and suitability of the instrument to the study sample. Next, bivariate correlations or multivariate covariance were estimated to anticipate causal relationships in structural models, adjustment and waste.

1. Results

Table 1 shows the descriptive values that show the normality, reliability and validity of the instrument.

Table 1. Descriptive of instrument

R	M	S	K	A	F1	F2	F3	F4	F5	F6	F7	F8
r1	4,2	1,0	1,4	0.79	0.40							
	1	3	3	3	1							
r2	4,1	1,2	1,5	0.70	0.52							
	4	5	4	4	4							
r3	4.9	1,4	1,7	0.77	0.62							
	3	7	1	1	1							
r4	4.3	1,2	1,0	0.77	0.50							
	1	5	8	1	1							
r5	4.3	1,8	1,4	0.70		0.40						
	0	2	3	4		2						
r6	4.2	1,4	1,1	0.75		0.54						
	3	7	3	4		2						
r7	4.8	1,3	1,1	0.78		0.51						
	1	6	4	2		2						



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r8	4.2	1,2	1,5	0.79	0.40	
	6	6	6	1	5	
r9	4.3	1,5	1,8	0.73		0,52
	9	8	3	2		1
r1	4.4	1,1	1,4	0.71		0.57
0	0	2	0	4		8
r1	4,1	1,3	1,4	0.79		0.44
1	8	2	5	8		2
r1	4.2	1,4	1,3	0.71		0.64
2	7	6	4	3		2
r1	1.0	1.0	1,5	0.72		0.40
3	2	5	4	4		6
r1	1.2	1,4	1,5	0.74		0.44
4	7	7	6	1		3
r1	1,4	1,3	1,4	0.78		0.54
5	8	5	9	2		3
r1	1,5	1,4	1,1	0,76		0.47
6	9	4	2	2		6
r1	1,0	1,0	1,4	0,78		0.53
7	4	1	5	0		1
r1	1,9	1,0	1,4	0.73		0.54
8	2	3	9	2		3
r1	1,4	1,0	1,6	0.71		0,48
9	6	5	5	4		0
r2	1,2	1,0	1,8	0.74		0.42
0	2	6	7	6		1
r2	4,3	1,0	1,3	0,76		0,43
1	2	3	2	3		6
r2	4,1	1,0	1,4	0,78		0,54
2	5	2	5	2		9
r2	3,9	1,1	1,5	0,79		0,65
3	3	0	1			0
r2	4,3	1,1	1,5	0,78		0,67
4	5	0	6	4		2
r2	4,1	1,5	1,8	0,78		0,54
5	3	6	2	2		9
r2	3,6	1,0	1,5	0,78		0,56
6	7	9	4	5		7



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r2	3,2	1,4	1,4	0,77	0,35
7	9	3	9	1	4
r2	4,3	1,5	1,4	0,74	0,43
8	6	7	3	3	2
r2	4,8	1,3	1,5	0,79	0,43
9	5	9	4	2	6
r3	4,0	1,2	1,3	0,76	0,40
0	3	6	9	1	5
r3	4,5	1,4	1,2	0,79	0,51
1	1	0	0	4	2
r3	4,3	1,4	1,4	0,76	0,43
2	6	3	5	2	0

R = Reactive, M = Mean, S = Standard Deviation, K = Kurtosis, A = Alpha excluded with value item. Sphericity and Adequation ($X^2 = 23,34$ (23gl) $p < ,000$; $KMO = ,780$). Method: Main axes; Rotation: promax. F1 = Life Satisfaction (24% total variance explained and alpha of 0,780), F2 = Expected Capacity (17% total explained variance and alpha of ,770), F3 = Trust Relationships (13% total variance explained and alpha of ,795), F4 = Perception of Justice (11% total variance explained and alpha of ,769), F5 = Expectations of Opportunity (7% total variance explained and alpha of ,785), F6 = Assessment of the Environment (5% total variance explained and alpha of ,769), F7 = Standard Context (3% total variance explained and alpha of ,770), F8 = Perceived Resources (1% total variance explained and alpha of ,788). Source: Elaborated with data study

The eight factors accounted for 81% of the total variance explained, suggesting the emergence of a common second-order factor with regard to the eight first-order factors related to work well-being.



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Discussion

When the validity and reliability of the instrument measured was obtained: life satisfaction, expected capabilities, expectations of opportunity, trust relationships, perception of justice, assessment of the environment, standards of context and perceived resources, a structural model was tested in which the perceived availability of resources indirectly correlated to life satisfaction through standards context. The results were compared with findings reported in the state of knowledge. Referring to the dependency relationship between anxiety and low perceived quality of life, this study found that the perceived availability of resources indirectly correlates of life satisfaction through standards demonstrated context. The quality of life have been considered two overriding dimensions: subjective and physical, involved the relationship between availability of resources and basic psychological processes that links groups would not affect the perception of satisfaction.

Although in this study the relationship of trust and perception of justice are variables related to the dynamics of groups to which the individual belongs, its influence is less than the value of resources (public education, technology and employment) and personal capacities (freedom of choice, skills and knowledge), although the rules of context (ingrained behaviors) increase the relationship between available resources and life satisfaction. However, it is essential to include personal pathologies in the model of dependency relationships to contrast their influence on life satisfaction.

Quality of life, in its dimension of satisfaction of public education services, Internet and employment, in the sample of young people surveyed. The relationship or indirect n between perceived resources and the satisfaction or n of life suggests that there are group and personal factors that regulate the impact of a shortage or perceived abundance of resources, although the state of knowledge cautions that are variables which they are associated with perceptions of satisfaction or full of life.

The satisfaction or n of life to interact with perceived resources, assessments of the environment, standards of context, perception or n of justice, trust relationships, opportunities and expected capabilities can explain from frames, but it must include



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theory í as order and constructs economic or economic, since their exclusion or n reduces the quality of life to the perception or n of respondents.

Conclusion

The objective of this work was to establish the reliability and validity of an instrument that measures labor well-being, considering a review of the literature from 2015 to 2019, as well as the publication of texts in international repositories, but the research design limited the results to the research sample, suggesting the extension of the work towards other scenarios in order to contrast a multidimensional model.

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