Lifestyle And Salary Recognition: Data Metric Analysis

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Abstract

This research was focused on topics based on the quality of working life and salary compensation in Colombia, which is divided into several subtopics to cover these topics. It turns out that in order to have a good quality of working life, several factors (social, psychological, physical, etc.) must be taken into account. When comparing these variables between cities, it was possible to appreciate that the difference in the quality of working life in each city is different due to informality, or other sources of employment that the inhabitants have, as in the case of the border city where informality is more important than specific jobs, which is why workers may not have permanent employees due to informal issues. In the same way, it was possible to show that the organizational problems faced by the vast majority of companies in the country directly affect the way and means with which the operators carry out their tasks.

Keywords: Quality from lifetime labor, compensation wage, informality, economy, factors.

Introduction

At present, the growth of the population that seeks to improve their level of working life is experienced day by day, thus facing the performance of the people who live in Colombia, their business ideas, their future projections and the idealization of having stable or higher income in search of well-being.

However, the quality of working life in Colombia has taken multiple aspects due to the lack of opportunities in the labor market and economic development, likewise there are various policies even beyond the meaning of quality of life, focusing on one level. The workforce refers to the maintenance of a favorable and satisfactory work environment for the development and well-being of the people that make up the company, the implementation of strategies to improve favorable conditions, motivation and performance for the development of work activities. for a positive effect. Productivity and company relations. April Garcia (2017) . What can be
highlighted from this definition is that the trajectory of a person in the economic field provides the standard of living that can be afforded, that is to say that the salary quality determines the status or standard of living of a person.

In the same way, it can be highlighted that the quality of compensation for work motivates people to be more efficient workers. Focusing on the study of compensation models and their value as motivation strategies for employers and employees, as well as this tool can be used to overcome the existing gaps between the unsatisfied needs of individuals in organizations, they are bets that intend to reflect the impact of these models in improving the quality of employees, although they may or may not affect productivity and motivation, resulting in a greater commitment to the organizational goals of Colombian companies.

This research contributes to the collection and presentation of relevant information regarding the quality of working life and salary compensation that Colombians have before, during and after certain social and economic aspects that the country has experienced, highlighting even the economic crisis that He lived through the covid-19 pandemic in 2020. All with an investigative purpose because Colombia is a rather striking country, because its institutions and labor markets have particular characteristics that distinguish it from developed countries, as Martin (2009) & Du Caju et al. (2008), the institutional structure is an important determinant in explaining the rigidity of nominal wages. In addition, that institutions influence the frequency and timing of salary changes.

Taking all these variants, we can determine if the quality of working life is proportional to the salary compensation and the standard of living that most Colombians have and how they should face the satisfaction of the Market.

**Analysis of the information**

Colombia is a country with diverse cultures and ways of living, containing multiple families and communities; All of these cover needs that are mostly met economically and emotionally, every human being seeks a way to meet the objective of meeting their needs. According to Max-Neef (1998), he emphasizes that the operator is a being with different interdependent needs. Therefore, this individual must face certain situations resulting from primary needs, in which they interconnect and interact.

Basic human needs are limited, few, classifiable, and apparently the same in all cultures and in all periods of history; what changes over time and between cultures is the form or means used to satisfy them. Currently, in Colombia, informality, independent work or variable salaries are lived a lot. It can be seen that it is very difficult for Colombians to maintain a quality of life in the workplace and of course this makes it more complex to cover all their needs.

Because the current legal minimum wage in Colombia is vastly undervalued compared to things
like the high cost of family baskets as they continue to rise. For this reason, the evolution of wages is considered one of the main concerns of workers, who have long seen purchasing power as a guarantor of a better quality of life, although there are indicators that address this aspect, such as the Development Index Human, which takes into account education, housing, health, etc. The term "salary" is understood as payment for services rendered by an employee; but from the social point of view it has a different meaning, since the salary helps the worker to earn a decent living and to satisfy the family and social needs of his environment. Castro, J. to Londono, C. (2019).

**Figure 1. Historical minimum wage in Colombia**

In addition, the definition of Plaza (2003) is emphasized, which provides a related definition within the three main categories, but emphasizes the relationship between the employee and the employer, where the type of salary must be explained and the text says: Salary. It’s a regular salary, fixed or variable, that the worker receives as direct compensation for the service, whatever its form or name. If the amount and conditions are not clearly defined at the beginning of the employment contract, it is a reason for future differences, which is recommended to be avoided (p. 37). In this research, the term salary refers to the salary that is assigned to the employee and that guarantees the quality of life attributed to him.

Similarly, we can distinguish between the existence of salary structures, which are sets of internal and external values. Determining wages is complex, as many factors act independently or in concert to raise or lower wages. However, as conflicting factors, these factors can cancel each other out and stabilize wages. (Chiavenato, 2000).

**Table 1. Compound Salary**

<table>
<thead>
<tr>
<th>Year</th>
<th>Salario mínimo mensual</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td>$ 0.00</td>
</tr>
<tr>
<td>1986</td>
<td>$ 200,000.00</td>
</tr>
<tr>
<td>1990</td>
<td>$ 400,000.00</td>
</tr>
<tr>
<td>1994</td>
<td>$ 600,000.00</td>
</tr>
<tr>
<td>1998</td>
<td>$ 800,000.00</td>
</tr>
<tr>
<td>2002</td>
<td>$ 1,000,000.00</td>
</tr>
</tbody>
</table>

Fountain. Own Elaboration
<table>
<thead>
<tr>
<th>Internal Factors</th>
<th>External factors</th>
</tr>
</thead>
<tbody>
<tr>
<td>General performance of the organization</td>
<td>Job context</td>
</tr>
<tr>
<td>Typology of the organization's positions</td>
<td>Economic situation</td>
</tr>
<tr>
<td>Salary compensation campaigns</td>
<td>Current labor regulations</td>
</tr>
<tr>
<td>Competition within the organization</td>
<td>competitive markets</td>
</tr>
</tbody>
</table>

Source: Chiavenato, Idalberto. Resource ManagementHuman

All personnel want to be able to enter productivity in an active, efficient way and that their role in the company and in the Market is economically profitable since the economic situation of the country is alarming. According to (Hernández, 2007). The determination of the level of the minimum wage exists in Colombia since 1945, it is regulated by Law 6 in article 4: "the government may establish, through decrees that will govern for the term indicated therein, the 38 minimum wages for any economic region or any professional, industrial, commercial, livestock or agricultural activity in a given region, in accordance with the cost of living, the modalities of work, the relative aptitude of the workers, the remuneration systems or the economic capacity of companies prior concept of joint commissions of employers and workers "as we can see the salary must cover accordingly the cost of living of the person according to the activities carried out and the sector in which it is positioned. All with the objective of incentivizing the worker for his performance when fulfilling his obligations and assignments in his company.

**Figure 2. Salary Compensation Components**

Correlation between quality of working life and salary remuneration in some Colombian cities.

Elizur and Shye (1990) stated that the quality of life at work is studied from two theoretical and
methodological angles. organizationally. You are interested in analyzing organizations as systems and considering the various subsystems that make them up. In this way, the objective is to increase productivity and efficiency in the organization. Without it, the needs of every employee cannot be met. b) Psychoanalysis of quality of life with the aim of showing greater interest of employees in identifying specific factors that affect health in daily life. Both approaches share the goal of improving working life, but have different goals.

With all of the above, a search system was adapted where both perspectives are covered, guiding it to the real state of Colombia. For this criterion, a study was carried out covering some cities in Colombia, in the first place, an important theoretical reference was evidenced, such as Gómez (2010), which indicates in an investigation the appreciation of workers to certain types of obligations, this author reports that much of the problem evidenced in factors linked to organizational change and its influence on their quality of life.

Faced with this reality, this author details a strategy for improving the quality of life in general, which is based on six main pillars: preparation, planning, dissemination, deployment, establishment and constant improvement of quality and the organizational change that this entail.

The quality of working life requires broad and specific changes, beginning with the transformation that must occur between the way of working and the technology that the organization controls. This means, first of all, that the organization raises the need to promote activities that contribute to local sustainable development, which is identified as a shared responsibility of each social, economic and environmental actor.

In the same way, it was possible to identify another aspect found in the study to improve the sustainable development of workers, it is related to the creation of better working conditions among professionals, in addition to the continuous use of performance evaluation activities and total control techniques, of production.

In the same way as above, every good organization must Promote the concept that Elizur and Shye (1990) gave us that is committed to the psychological quality of life of workers. Some studies have shown that some groups of workers have a higher prevalence of psychosocial risk factors than others, especially among workers in precarious jobs. Among workers exposed to working conditions that produce a greater degree of instability, anxiety and uncertainty in their work situation (Recio, 1997; Useche, 2002).

Regarding the previous statement, it can be deduced that a factor of uncertainty in the low quality of life of the country's workers, may be the levels of education of informal workers, as is the case of the Bazurto market (Cartagena, Colombia), in which statistical professionals were able to determine that they found that of every hundred vendors in the area, only 36% managed to complete their high school studies, 10% did not carry out any type of study (Gómez, Castillo, Banquez, Castro and Lara, 2012), in contrast, in the present investigation.

However, it is important to highlight the legal aspect of these considerations, in which the concept of salary is considered as payment to employees for the services rendered, but in the social aspect, the salary promotes a dignified lifestyle, family reunion and socialization. needs.
of the environment in which they live.

The low quality of employment has a direct impact on business growth. Therefore, it is evident the need to find out the reasons that affect the growth of the company, especially since there is a directly proportional relationship to the quality of life of Colombians. Thus, Gibrat (1931), considered the pioneer in the study of business growth, asserted that "business growth is a stochastic process caused by the action of innumerable and insignificant random factors that act proportionally on the size of the business." while Albach (1967, p. 127) concludes that “the growth of the company is the result not of random factors, but of an intention and determination on the part of the businessmen and managers that determine their behavior”. Considering these two points of view, it can be argued that different factors, both internal and external, affect business growth, because there must be favorable conditions for investment and at the same time there must be a clear incentive for employers and employees.

Method

In this investigation, a methodological system of an investigative nature and with an explanatory approach was used, where through a series of equations where keywords and specific topics were used, verified scientific results were obtained so that the quality of working life can be determined through studies of a qualitative nature. The results obtained were indicated to establish criteria for the definition of quality of working life and salary compensation in Colombia.

Table 2. Description of the equation used for the search results

<table>
<thead>
<tr>
<th>Equation</th>
<th>Results</th>
<th>Referenced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of work lifeY Colombian salary</td>
<td>111,000</td>
<td>16</td>
</tr>
<tr>
<td>Quality from lifetime labor in Colombia</td>
<td>29</td>
<td>2</td>
</tr>
<tr>
<td>Salary from Colombia</td>
<td>54</td>
<td>7</td>
</tr>
<tr>
<td>Quality of work life for the staff from Colombia</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>factors of the compensation labor</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>In Colombia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>determining analysis from the quality of lifetime</td>
<td>18</td>
<td>2</td>
</tr>
<tr>
<td>In Colombia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td></td>
</tr>
</tbody>
</table>

Results

A study by Dunne and Hughes (199, p. 137) shows how the relationship between size and growth changes over time. Therefore, the fastest growing companies in the late 1960s were large companies. This trend has changed since the late 1970s, when small businesses began to grow much faster than large corporations. This evaluation may explain why previous studies by authors such as Samuels (1965) and Prais (1976) showed a positive association between firm size and growth rate.

However, Elston (2002, p. 19) shows that it is not the age of a company that determines growth, but its access to capital markets or the possibility of raising capital in other ways. García García
(200, p. 10) also concludes that neither age nor field of activity seem to be important in determining final size. However, if we do not use variables such as profitability and liabilities to identify sustainable growth, the models used improve significantly.

Porter (1994, p. 24), the endogenous variables that frame the sectoral situation that clarifies the competitive position of the company in its economic activity, in which they interrelate with competitors, consumers and suppliers.

A notable shelter from the edge of new entrants is mass production, as ensuring immortality means lower costs, which will push potential entrants up the dwarf ladder and suffer a significant cost penalty. For this reason, clear growth strategies in new industries must be evaluated based on a dimension that weakens the desire to move from new competitors. In this way, tight integration can serve as an evolutionary strategy that limits the appearance of competitors not only because they incur higher costs due to economies of scale, but also because access to accumulation or distribution markets is prohibited. Therefore, blocking the sources of supply to new competitors or preventing demand from growing will extend the welfare strategy of investing in new equipment.

Certain foresight on the behavior and influence of external factors that make up the macro environment of the business largely determines the sources of opportunities and threats for the business developer. In this sense, it is considered important to refer to these factors and how they can affect business growth, since there is evidence of how demand, technological improvements, the availability of private credit and government support are considered factors of the macro environment that determines the growth opportunities of the company.

Similarly, García Pérez de Lema et al. (2001, p. 18) showed that public support, especially subsidies, had a very positive effect on financial risk and significantly improved the ability of these companies to service their debt. Millman et al. (1995) Subsidies reduce the financial risk borne by businesses, as they promote investment and employment in the surrounding area (Harris, 1990) and are an effective tool to stimulate employment in established small and medium-sized businesses. Structure, in new fields (Wren, 1999). However, the adequacy of government intervention in the economy, whether in the form of direct financial support (subsidies) or indirect financial support (tax incentives), to encourage investment and business growth.

conclusions

Colombia is a country with notorious inequalities around the labor, economic and social level, as well as the sociodemographic factor, which makes this influence the worker either positively or negatively, each city has a different perspective regarding the quality of working life, so a worker from the capital or recognized cities in Colombia is not the same as a worker from a smaller city with a low job success rate. Therefore, it is important that this topic is of general focus in each of the companies, since a demotivated worker is a worker who lowers the performance of the company, so both parties would lose.

From the research carried out, it can be concluded that from the behaviors that interfere when making, managing and planning decisions within an organization, criteria of an endogenous and
exogenous nature must be taken into account, since these in one way or another directly affect the decisions of the work group, in the case of personnel management, it was possible to determine that the socioeconomic variables of the areas where the workers reside interfere indirectly in the levels of performance that they have within the organization, likewise the Quality of life is linked to the culture and the way in which operators carry out their daily activities. External factors, on the other hand, are related to the company's industrial environment, which consists of competitors, customers and suppliers, and external factors.

Higher level, or macroenvironment, including demand, technological improvements, availability of private credit, and government support.

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