

WORK ENVIRONMENT AND ITS INFLUENCE ON THE FAMILY SYSTEM OF "CICLO ESPINAL" 2019-2021

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Abstract

Work and family present a bidirectional relationship, generating conflictive and/or conciliatory interactions (Álvarez, 2011, p.4), in which factors such as professional competence, communication, installed capacity and the environment, interactions and integrations and work under pressure, influence the individual and his family relationship, where their dynamics can manifest positive or negative behaviors. On the other hand, in Colombia there are 96,431 productive units according to the RUES - Registro Único Empresarial y Social, of which 2655 are present in El Espinal - Tolima, which led to the need to recognize the impact of the work environment on the family systems of the employees of one of the oldest companies such as "Ciclo Espinal", This became a qualitative research, with a descriptive-analytical scope, with the application of a structured survey, finding as results positive family environments in 43%, negative influence in the economic and stress levels. Concluding that the dynamics and interactions within the company allow opportunities for growth and social benefit, counteracted with the stress that is handled in high seasons for the entity where family relationships are negatively affected by the little time that workers devote to their families, the lack of communication.

Key words: Work Climate, Influence, Family System.

Introduction

Labor globalization has allowed changes and transformations in the dynamics of interaction, where not only the individual is taken as the analytical unit, but also his or her family group is incorporated, therefore, discussions arise in reference to the influence that the role of work has on

family life, the latter being the fundamental basis of society and denoting that work links people economically, socially, politically and environmentally.

Accordingly, studies have been conducted in reference to the balance that citizens achieve between work, their personal and family life, among them the one executed by the Economic Cooperation and Development (2019), revealing from the sample of 20 countries that Colombia presents the worst average balance with a (0.9%) compared to countries such as Chile (5%), Italy and Denmark (9.5%), establishing that Colombians work more hours than the established 27% and only use 12 hours for fun, leisure and personal care, below the average of OECD countries that allocate 15 hours. Finally, the report states "The ability to successfully combine work, family commitments and personal life is important for the well-being of all members of a family", (Economic Cooperation and Development, 2019, p. 1).

Now, the influence that the atmosphere that is breathed in the work environment has on the performance of the worker in his daily tasks, as well as in his family life is given in two areas, one from the motivation or not that he receives where he develops professionally, and two from the perception of who is working, since the latter is delimited from the characteristics of the individual, therefore, it tends to be susceptible or subjective.

Thus, in Espinal - Tolima, a municipality with 75,828 inhabitants and with a registration of more than 2655 companies as of 2019, in chamber and commerce, and one of the oldest companies is Ciclo Espinal, which houses more than 40 workers, therefore, the need arises to know and investigate How does the work climate affect the family systems of the workers of the company Ciclo Espinal of the Municipality of Espinal-Tolima? Since there is no accurate data in reference to this phenomenon, therefore, it is established as a general objective to recognize the impact of the work environment on the family systems of the employees of the company Ciclo Espinal of the municipality of Espinal Tolima, through the identification of the types of work environments present in the companies from theoretical and empirical, as well as the characterization of the family systems of the employees of the company under study and the influence that the work environment has.

Approach carried out with references such as; Avilés et al (2020) investigating in reference to work overload and its influence on the family system: Perceptions of the collaborators of a private company in the city of Guayaquil, Quintero et al (2019) with the study on factors related to the reconciliation between work and family of workers in a food production company, Castro et al (2019) in their reflection on the work climate and work-family interaction in the operators of the company maviltex, Moreno et al (2018) with a reflection on the work climate and work-family interaction in an automotive company in Colombia, Rhnima, et al (2016), who analyzed work-family conflict as a risk factor and supervisor's social support as a protective factor of professional burnout.

Materials and Methods

Qualitative research from the perception of Blasco et al (2007) with the study of reality in its natural context taking and interpreting phenomena according to the people involved, describing routines and problematic situations, as well as the meanings in the life of the participants, with a descriptive-analytical scope, with a phenomenological approach, with the collection of primary information with techniques such as the interview, with the questionnaire instrument with semi-structured questions, which was applied to the sample population through a link shared by Google drive, on the other hand, the collection of secondary and tertiary information was established from digital repositories such as Google academic, intelligo, analyzed from content matrices, work articulated in 10 phases, with the treatment of the information and the subjects under study, as well as the whole process with ethics and methodological and disciplinary principles.

Results

Table 1

Findings - Work Climate and Affect Relationship Matrix

Author	Title	Work Climate	Negative characteristics	Positive Characteristics.
(Gil, L Moreno, L Corrales, S & Sanchez, 2018)	Work environment and work-family interaction	The work environment in these companies, taking into account that each employee has a different perception of their work and this can affect not only personal and family life, but also the productivity of the company, so they are	-Low performance and job satisfaction. -The demands of the job. -Conflicts at home may be associated with low work productivity. -Work under pressure. -Work overload.	-The company is engaged in developing policies aimed at having a balance between both spheres, Work-Family.

		concerned with developing policies aimed at having a balance between both spheres.		
(Gutiérrez, P. Popo, S Baquero, M. Giraldo, J. & Naváez, S. 2017)	Characterization of the Work-Family Relationship in a Public Entity	Healthy organizations are open to learning and seek work-family balance, through the optimization between the interaction of the work environment and individual expectations to meet the norms and demands of the family and work role, achieving effective participation in both (Senge, 2012; Voydanoff, 2005; Nader, Peña & Sánchez, 2014).	Professional, work and family responsibilities. -The type of contracting. -Interpersonal relationships. -Preferences or role assignment. -Culture. -Religious differences. -Performance by health or state of mind.	Work-family enrichment. -Reconciling family and work roles. -Responsibility Policies -Corporate Family. -Flexible practices. Willingness, sense of security and self-esteem. -Work and family integration. -Emotional support and instrumental support.

(Jácome, M. & Jácome, X. 20017)	Work climate: the effect of professional burnout on the quality of life at work.	Consideration is given to work climate, work wellbeing, degree of autonomy, work performance, ambiguity, etc. role and lack of reciprocity.	-Work overload. -Increase or excess of activities that require physical effort. Incompatible behaviors. Incompatibility in schedules. Depersonalization. -Lack of personal fulfillment. - Emotional fatigue.	-Salary Satisfaction. -Security. -Affiliation. -Esteem. Self-realization -Hygiene. -Commitment.
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(Quintero, P. Paúl, G. & Leonela, A. 2019)	Factors related to work-family reconciliation of workers in a food production company.	In the work environment, the employer must ensure that the worker is immersed in a good work environment without any type of discrimination that may affect work performance and opportunities for growth within the company, since these issues that may affect the worker have repercussions in the family environment, generating tensions between both systems.	-Little time for the family. -Family conflicts. -Couple problems. -The decrease in good job performance. -Health impairment of the members of the family. - Health impairment of the members of the family. -Difficulty in conflict resolution.	-The company seeks a dignified work where the worker feels satisfied and in a quality environment. -The employer must ensure that the employee is immersed in a good working environment without any type of discrimination that may affect work performance and growth opportunities within the company.
(Rhnima, A. Richard, P. Núñez, & Pousa, C. 2016)	Work-family conflict as a risk factor and supervisor social support as a protective	It contributes to the effort to optimize resources. A key resource, capable of generating	-Extension of working hours. -Demands on employees. -Work overload. -Multiple	-New information and communication technologies. -Salary, promotion or

	<p>factor for important burnout.</p>	<p>for important competitive advantages, is human resources.</p>	<p>displacements and work -Supplementary at a distance. -Dealing with unforeseen or highly emotional situations. Professional responsibilities. -Time investment in other roles.</p>	<p>promotion benefits. -Individual performance. -Emotional support. -Family support. -Employer resources and policies</p>
<p>(Castro, J. Gallego, J. & Alarcón, V. 2019)</p>	<p>relationship between the work environment and work-family interaction in the workers of the mavitex company in the city of Manizales.</p>	<p>When talking about work environment, several factors that can positively or negatively influence an employee within an organization must be taken into account. Therefore, the work environment is the result of emotions, personal relationships, and working conditions that are present in the different employees of</p>	<p>-Family has a significant influence on work. -Low productivity and high stress levels. -It's hard to concentrate at work.</p>	<p>-An integral and adequate environment -Work has a positive influence on their family lives. -There is a balance between work and family.</p>

		the organization.		
(Buitrago, A. Rico, A. & Valencia, O. 2019)	The Work Climate And Work-Family Interaction In Servimercadeo S.A.S	It arises from the inherent characteristics of the work environment, these conditions are perceived by the individuals immersed in this context and from this to create the same perceived social reality, which can be positive or negative in nature.	-Company structure. Responsibilities. -Risks. -Standards. -Conflicts and identity	-Creativity. -Independence. -Services. -People willing to lead teams and people. -Stability and sense of belonging to the organization.
(Torres, J Paez,P & Rios, O. 2019)	Work Climate and Work-Family Interaction in the INPEC of the Municipality of Calarcá - Quindío.	An adequate work climate or good working environment is one that has a positive impact on the personal and family life of its workers, so that in turn, an adequate family experience generates	-Long working hours. -Problems in personal interaction. -They decrease the quality of time dedicated to the family.	-The Company humanely manages the processes that affect the worker so that they interact adequately in both roles providing positive states that allow workers to have a better balance and equilibrium of these factors.

		states of satisfaction, motivation and productivity in people that also has a positive impact on the organization.		
(Arias, C. & Velásquez, N. 2020)	Work-family conflict, job performance and employee job profile: a moderation analysis.	It is everything that contributes to workers achieving their objectives within organizations.	-Work and family role overload. -Increased demands and less job control or autonomy. -Deficient family support. -Family needs. -Relationship with type of work and gender. -Family time -Working time	-Welfare guarantees. -Motivation. -Good place to work. Employee recognition. -Employee capabilities and strengths. -Own knowledge and skills.
(Chinique, A. & Hernandez, K. 2020)	Work overload and its influence on the family system: perceptions of employees of a private company in the city of Guayaquil.	Considering that work overload makes workers feel more fatigued, in addition to being one of the factors related to stress, it increases the risk of occupational diseases and accidents, these conditions also affect the family environment,	Lack of support among co-workers. -Interpersonal conflicts -Bad working relationship	-Labor unity among coworkers. -Good relationship with the family.

		especially by reducing the time an individual spends in his or her family role.		
(Domínguez, A. Lozano, I. & Ramírez, Á. 2020)	The role of work-family conflict in the relationship between organizational climate and exit intentions.	A stressful work environment reflects the damage caused when work requirements are not equal, the attention capacity, resources and needs of workers are forgotten due to workload, the probability of making a good decision is very small and the environment itself is affected by lack of communication, which creates interpersonal conflicts and difficulties to have a good working relationship.	-Stress caused by long working hours. -Deterioration in health. -Family problems.	-Good work organization. -Salary and job satisfaction. -Satisfaction in the family nucleus.
(Alzate, L. et al., 2020)	Characteristics of the healthy work environment in the promotion of health and	The development of people's working environment is subject to the way they are hired, whether formally or informally. Formal workers have all the guarantees of the	-Job stress caused by overwork and lack of opportunities to grow in their work environment. -Problems at work and at home.	-Motivation at work. Physical, psychological and social well-being. -Promotes active participation and personal development.

	prevention of illness among workers in the formal sector of the economy in South American countries.	law, and informal workers have to adapt their job role and benefits according to what their employer considers, which can generate tension and disagreements between coworkers.	Voluntary or involuntary isolation from coworkers.	
Gomez, C. Reyes, C. (Aldana, C. Reyes, C. Villalobos, L. & Lopez, L. 2020)	Factors that influence the affectation of the work environment in employees of the company Transporte Morichal S.A.	A deteriorated work environment generates dissatisfaction in the work staff, not only this, but also this type of work environment makes people more prone to contracting work-related illnesses, which ends up affecting their personal, family and social life.	-Work stress. -Occupational diseases. -Nonconformity.	-Integral wellness. -Satisfaction of needs. -Performance improvement.
(Álzate, Carvajal, Duque, & Pérez, 2018)	Relationship between work-family interaction, work engagement and job performance in workers of a parastatal entity in the	The work environment is influenced positively or negatively by the family systems of workers because if both parties have a good relationship, a healthy and therefore productive work environment is guaranteed.	-Labor attrition. -Deterioration of health in the individual. -Low work performance.	-Family and job satisfaction. -Absence of interference or conflict between work and family roles. -Social Security

	city of San Luis Potosi.
(Taber & Quispe, 2020) Taber, C, & Quispe, S. (2020).	"Work Climate and Family Social Climate in Teachers and Administrative Staff of the Public Educational Institution 9 de diciembre - Ayacucho, 2020". A good work environment is essential to maintain a good organization, where workers meet their goals in a suitable environment for their work, with adequate communication between all its members and others, where they feel comfortable and useful and thus enjoy a good emotional stability. -Affections in interpersonal relationships. -Communication problems. -Social skills problems in the family. - Control problems and lack of organization in the family.

Own elaboration.

Conclusions

It is concluded that the influence that the work environment has on the families of the workers of the company "Ciclo Espinal" in 43% is positive, however, within the risk factors are stress, emotional and mental fatigue and the increase of activities and overtime (in some seasons of the year).

It is determined that the entity presents within the work environment positive aspects such as innovation and creativity, with good management of negotiation in the tasks and assertive communication within teamwork, as for the negative environments, noise pollution, headaches and back pain in terms of health.

Finally, it was found that the work climate has a low level of influence on some family dynamics, with the work-family relationship being a balanced connection with impacts on correlations and balance.

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