An Analysis Of The Psychosocial Risk Factors At The Work Place That Cause Family Disintegration: The Case Of A Textile Company

Harumi Parra-Sanchez
Master in Industrial and Organizational Psychology,
CONACYT Scholarship Holder
María Eugenia Ciofalo-Lagos, PhD
Full-time Research Professor
Manuel Gonzalez-Perez, PhD
Full-time Research Professor, Member of the National Research System
Level 1
Universidad Popular Autónoma del Estado de Puebla (UPAEP), México

Abstract

It can be said that family is the foundation of every society. It is an intermediate institution in which values are learned. Also, it is the ideal environment to make progress and improve personal and professional capabilities, giving priority to human development and generating upstanding citizens that can survive in any environment. Therefore, the purpose of this research is to explore how it affects rotating shifts-to-family relationship and vice versa. Furthermore, this research intends to discover how to foster a better relationship among workers, their jobs, and their families. This is done by exploring and learning more about this problem. It is assumed that the shift rotation is a psychological factor that affects employees and fosters conflict between family and employment. Therefore, there is a precise definition of both, which is based on how couples under this scheme get along. This research was carried out in a textile company in Puebla City. The study subjects, who were workers, were chosen out of the four work shift options available at the business. For best results, the sample was formed with the convenience of the subjects in mind, taking the married ones who were cohabiting under these circumstances and who had at least one son.

Keywords: Psychosocial Risk Factors at Work, Family Disintegration, Textile Company

Introduction

At present, work is one of the most important aspect of human life. People spend much of their time at work, and this can affect other areas of their personal life: in this case, the "family". Therefore, this is why emphasis is given to the psychosocial risk factors that can lead to conflict (Peiró y Prieto, 1996).

According to studies by the European Agency for Safety and Health at Work (2009), México is the fifth largest country with emerging risks in the workplace, regarding Work-Family Conflict (WFC) - Family-Work Conflict (FWC) (Moreno-Jiménez, 2014).

The WFC is considered a bidirectional problem since each household has its style and way of relating to protecting the welfare of its members (Sanz, 2011). Also, companies need to support and facilitate the relationship between workers and their families without affecting their job performance (Segado, Osca, & y López, 2013).

Furthermore, there has been a struggle for a reconciliation that would allow greater equality between genders while at the same time making it possible for women not to perform double duty (Moreno & Baez, 2010). The household chores are shared with spouse equitably. The household considerably favors the roles of the couple, both personal satisfaction and marital relationship, which is slowly changing from a sociological perspective (Alcañiz, 2014).

Methodology
Subjects

The study involved a total of 100 subjects. Choosing at each turn, a group of 25 people was formed. The workers selected had the following characteristics: married or cohabiting and have at least one child.

Sample selection
Non-probability Sample

The choice of the elements is related to the characteristics and purpose of the investigation (Cortés & Iglesias, 2004). All this is based on the approach of the analysis, research design and data provision as a precedent for future studies (Hernández, Fernández, & Baptista, 2014). Therefore, the sample is limited to the workers of the four innings, giving a total of 100 items. Of these, 56 were married while 44 were cohabiting.

Design

This study is a causal correlational study since the relationship between rotating shifts, psychosocial factor, and family relationship as well

as the causes and effects that have both variables on each other is being investigated (Hernández, Fernández, & Baptista, 2014).

Instrument

The instrument (I) used originated at the University of Concepción in Chile. It was developed by the Faculty of Social Sciences, Psychology Program Magister. The instrument (I) was designed for working women of urban and rural hospitals of the Province of Biobíopor (Salgado, 2012).

This instrument covers two critical areas: job satisfaction presented by the workers and the conflict that develops between this area and family. Conflict theory emphasizes the fact that success in one of the domains entails the sacrifices of others. Therefore, it is a hard collation (Fernandéz-Montalvo & Piñol, 2000).

Work Satisfaction

Conceptual Definition: It is defined as an "attitude or set of attitudes developed by a person to his/her job situation. These attitudes can be directed at the work in general or specific facets which are the same. It is a concept that relates to the attitudes of people towards various aspects of their work" (Guillén & Guil, 2000).

The scale of work satisfaction S20 / 23 Meliá and Peiró (1989, cited in Bravo et al., 1996) allows the process of obtaining an overall measure of satisfaction and the description of five factors: satisfaction with supervision, satisfaction with the physical environment, satisfaction with the services received, satisfaction with the participation, and intrinsic job satisfaction.

For the purposes of this investigation, the scale was reduced to a total of ten items. Thus, workers responded using a Likert response format of six points (from 6 = very satisfied to 1 = very dissatisfied).

Scale of Work-family Conflict

This scale was adapted and modified in a study by Avendaño Bagnara et al., (2008), using working adults of both sexes and family heads located on the second quintile of urban communes in the provinces of Concepción and Ñuble.

Consequently, it was modified for use with people of both genders. Items that boost the two-way nature of work-family conflict were added. Carlson, Kacmar and Williams (1998, 2000) opined that some items of the "Multidimensional Measure of Work -Family Conflict" were also selected.

Applying a version of the instrument consisting of fifteen items to the Likert scale should indicate the degree of agreement in a range from 1 (strongly disagree) to 4 (strongly agree).

Results

The interpretation table and charts in the figures according to the survey and corresponding shift was made.
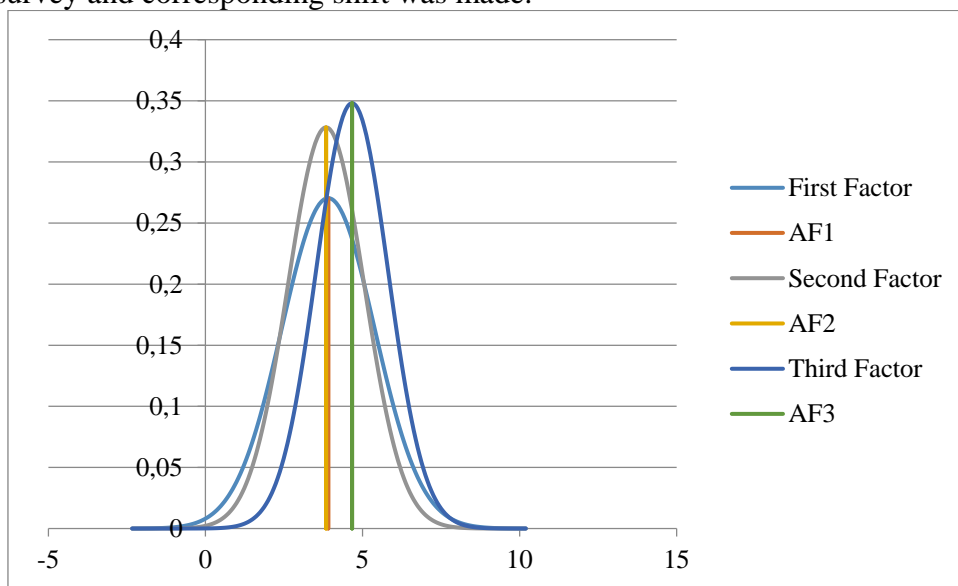

Figure 1. Standardization of job satisfaction in the first round. AF1 (Average Factor 1), AF2 (Average Factor 2), and AF3 (Average Factor 3) represent averages for each factor

The workers are dissatisfied with the first factor that talks about satisfaction with supervision. This is because factor 3 mentions benefits received and production requirements. On the other hand, they are very satisfied with the intrinsic satisfaction from their work.

Table 1. Correlation coefficient of job satisfaction in the first round

	ITEM1	ITEM2	ITEM3
ITEM1	1		
ITEM2	0,98861898	1	
ITEM3	0,85863161	0,82696281	1

The above table shows that the questions are well connected, which means that they are linear and applicable to any employee of the company that has not been surveyed. The common block is 0.89 which would represent an 89 % correlation. This table shows the natural relationship of its items.
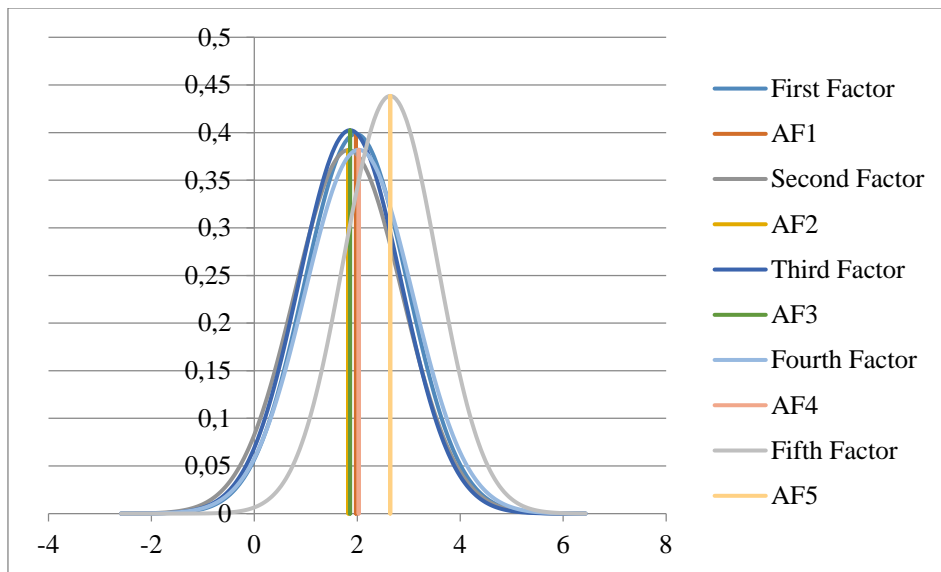
Figure 2. Standardization WFC-FWC in the first round. AF1, AF2, AF3, AF4, and AF5 represent averages for each factor.

The block average is 2.06. This average means that workers are relative according to factors 1 to 4. They are not taking into account the causes of discrepancies in family work and vice versa. In general, workers relatively agree that it is hard to reconcile with the job as a parent and "own your home." This hypothesis is verified by observing the leptokurtic of the graphic curve.

Table 2. Correlation coefficient of WFC-FWC in the first round

	ITEM1	ITEM2	ITEM3	ITEM4	ITEM5
ITEM1	1				
ITEM2	0,99097075	1			
ITEM3	0,99469939	0,9987717	1		
ITEM4	0,99836722	0,98464115	0,98819483	1	
ITEM5	0,81579727	0,74037834	0,75292354	0,84466639	1

Furthermore, the average correlation is 91 %. This, thus, indicates that the items are well connected and workers have correctly understood the meaning of the questions. In addition, their answers were focused on properly.
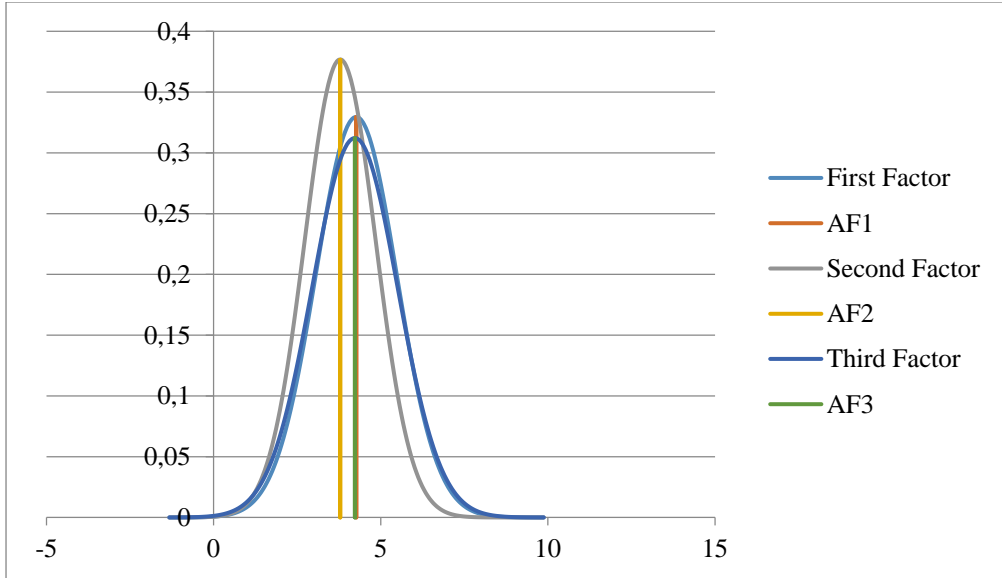
Figure 3. Standardization Work Satisfaction in the second round. AF1, AF2, and AF3 represent averages for each factor

The average is set at 4.09. It is so clearly leptokurtic, unifying the perception of workers to be dissatisfied mainly with factors 1 and 3 for the supervision and perceived benefits.

Table 3. Correlation coefficient of job satisfaction in the second round

	ITEM1	ITEM2	ITEM3
ITEM1	1		
ITEM2	-6,3185E-17	1	
ITEM3	0,99875882	-1,0501E-16	1

However, the block average of 0.33 shows that it is within the parameters of the central limit theorem. This also shows that when approaching 0, there is less discrepancy between the samples and the total population.
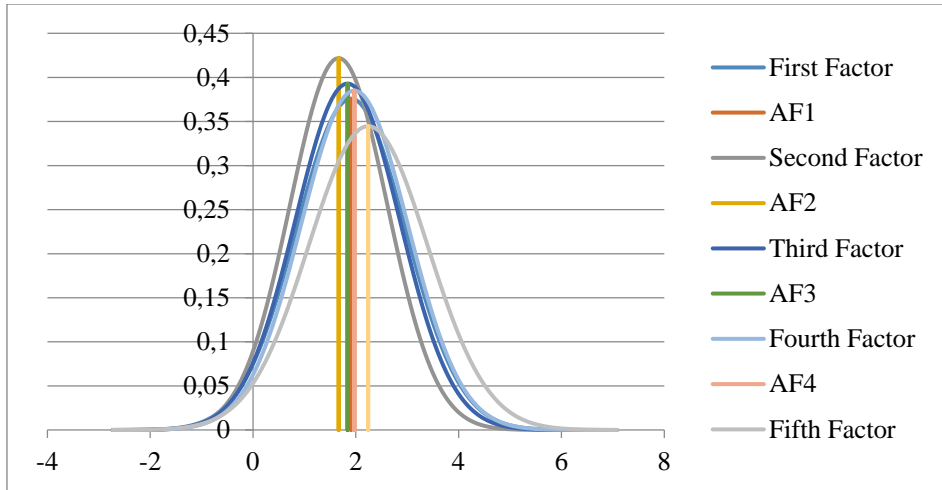
Figure 4. Standardization WFC-FWC in the second round. AF1, AF2, AF3, AF4, and AF5 represent averages for each factor.

The graph above shows that workers disagree with the second factor. They do not consider that family concerns interfere with work, that family consumes much energy they need for their work, or that the family problems diminish their ability to work.

Table 4. Correlation coefficient of WFC-FWC in the second round

	ITEM1	ITEM2	ITEM3	ITEM4	ITEM5
ITEM1	1				
ITEM2	0,97425344	1			
ITEM3	0,99780565	0,98662634	1		
ITEM4	0,99822063	0,96114246	0,99322366	1	
ITEM5	0,96103608	0.,87593175	0,94111864	0,97258085	1

The common block shows a 96% correlation, which indicates that the items are almost perfectly correlated. The questions are appropriate to the research carried out, providing reliability and applicability to any worker's answers.
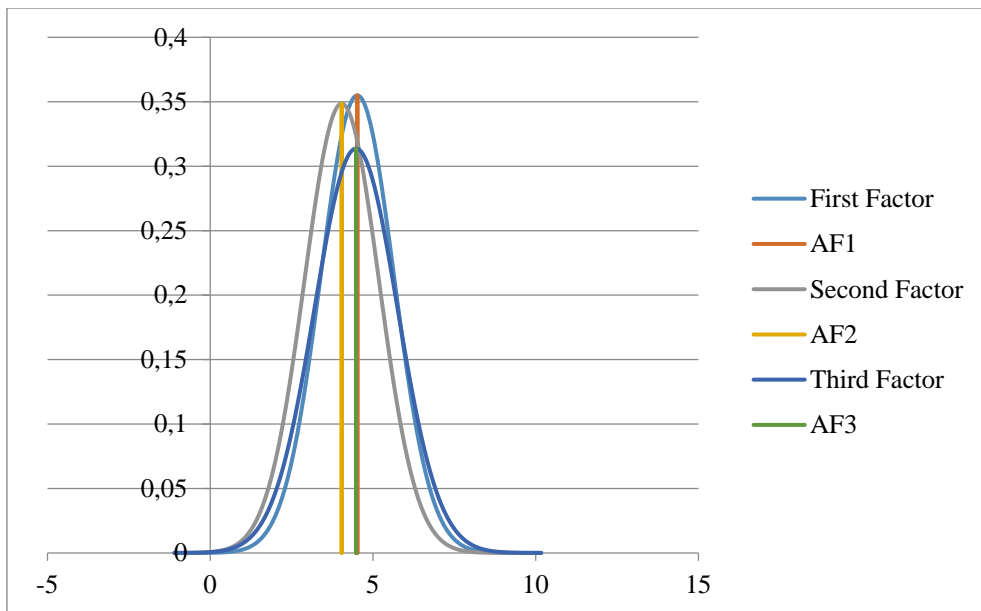
Figure 5. Standardization of job satisfaction in the third round. AF1, AF2, and AF3
represent averages for each factor

Workers have the same position showing a mean of 4.3 in the block. Thus, this represents a little job satisfaction shown in a well-defined graph. Having a higher score on factors 1 and 3, as mentioned above, means that there is satisfaction with supervision, the services received, and the production requirements.

Table 5. Correlation coefficient of job satisfaction in the third round

	ITEM1	ITEM2	ITEM3
ITEM1	1		
ITEM2	0,93221938	1	
ITEM3	0,9953145	0,94486385	1

The correlation is almost perfect with a 95 % score. This indicates that a relationship exists between the questions of the three properly focused factors that is required for the purpose of investigation. Furthermore, this is backed by a high percentage of reliability.
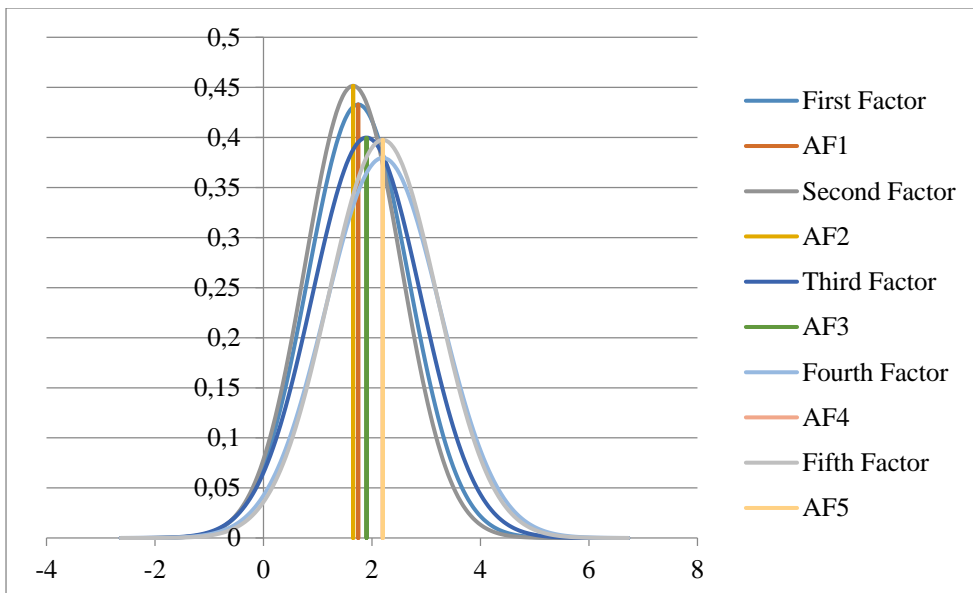
Figure 6. Standardization WFC-FWC in the third round. AF1, AF2, AF3, AF4, and AF5 represent averages for each factor

Workers are shown (as in the second instalment) to totally disagree that family life negatively interferes with their ability to work. Although they are relative according to factor 5, this makes it clear that they find it difficult to maintain a relationship between their role as fathers, workers, and owners of their home.

Table 6. Correlation coefficient of WFC-FWC in the third round

	ITEM1	ITEM2	ITEM3	ITEM4	ITEM5
ITEM1	1				
ITEM2	0,99546615	1			
ITEM3	0,98832391	0,96970608	1		
ITEM4	0,91415604	0,87276919	0,96482895	1	
ITEM5	0,91380929	0,87176323	0,96441104	0,99940332	1

As in previous shifts, the questions are properly related, which corroborates the veracity of the answers with a confidence level of 94 % in the five factors analyzed. The questionnaire is a broad recommendation for application to all workers and even for different companies.
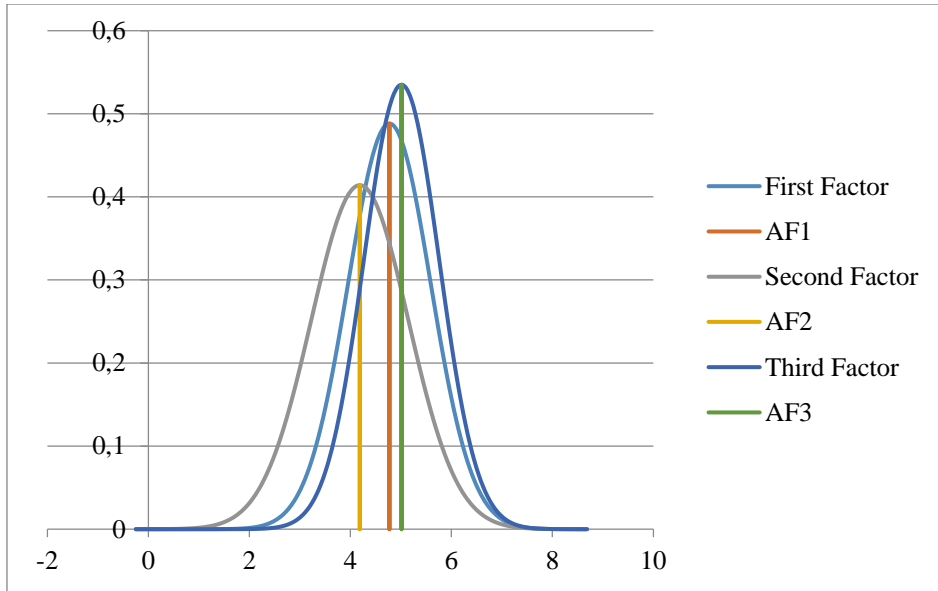
Figure 7. Standardization of job satisfaction in the fourth round. AF1, AF2, and AF3 represent averages for each factor.

The comparison between fourth shift workers and the workers of previous shifts shows an average of 4.6. This is the highest score seen, which means the greatest satisfaction. Its highest curve is the intrinsic satisfaction that gives them their work, followed by satisfaction with supervision.

Table 7. Correlation coefficient of job satisfaction in the fourth round

	ITEM1	ITEM2	ITEM3
ITEM1	1		
ITEM2	0,83615329	1	
ITEM3	0,96416776	0,67677537	1

The correlation is 82 % and is an almost perfect parameter. This shows that the questions are appropriate and responses have been understood and focused in the research.
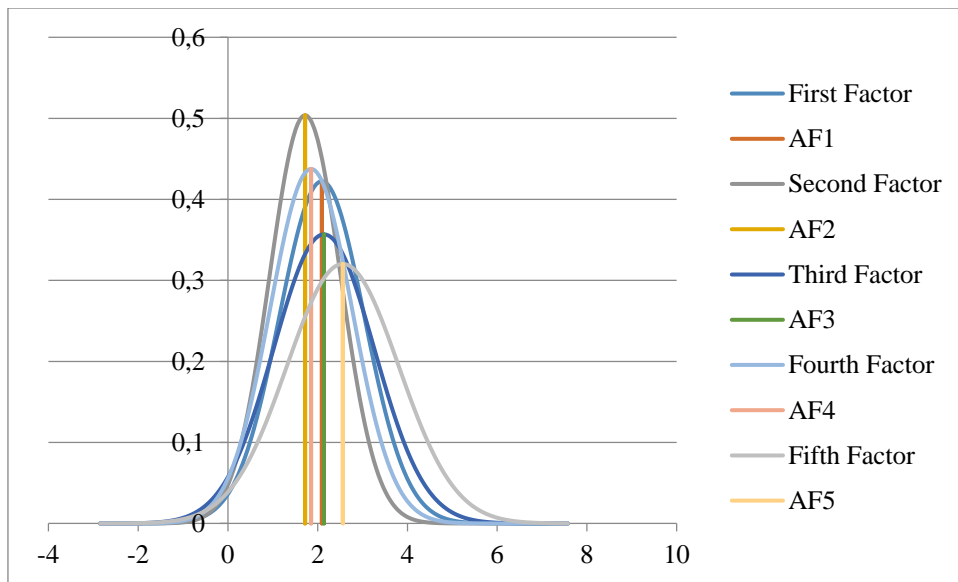
Figure 8. Standardization WFC-FWC in the fourth turn. AF1, AF2, AF3, AF4, and AF5
represent averages for each factor

The average is 2.07. There is a unified approach to linking factors 1-4, which means that there is no hardship moving from one domain to another (word↔family). Workers do not believe their work interferes with family life and vice-versa. Like the previous shifts, they relatively agree on the difficulty of combining their role as fathers, workers, and owners of their homes.

Table 8. Correlation coefficient WFC-FWC in the fourth round

	ITEM1	ITEM2	ITEM3	ITEM4	ITEM5
ITEM1	1				
ITEM2	0,92843633	1			
ITEM3	0,99130408	0,9017926	1		
ITEM4	0,97554999	0,98597272	0,95901909	1	
ITEM5	0,91108686	0,72772825	0,94540261	0,82036222	1

The result shows proper alignment between the questions. This translates into a questionnaire focused at what is being investigated. Therefore, the answers are perfectly prosecuted, allowing us to see that the workers have properly understood each of them.

Conclusion
        This research aimed to analyze the psychosocial risk factors that cause family disintegration (Borrás & Sánchez, 2009). We investigated the employment status of workers, and an analysis of the perception regarding their family situation was performed.

We conducted an analysis of previous studies related to both physical and psychosocial difficulties presented by people who work in shifts. Institutions that have contributed to legislation in improving working conditions were also investigated (Arriagada & Aranda, 2004).

It was clearly observed that there was a lack of attention to monitoring this sector. Most of the workers have a negative perception of the supervision and the economic idea. Even with the disagreements that exist, the population is happy with the work done. This means workers are satisfied regardless of the schedule. They have managed to adapt and hence maintain a healthy pace of professional life.

The results showed that there are family and work situations that affect this relationship, but they are not considered to have a high magnitude. In the case of workers of the textile company, shift rotation has not been considered as a cause of family disintegration. However, it is a key factor that may add difficulties to family life mainly in the parent-child relationship. This relationship may be affected more if both spouses' "alone time" is further reduced.

Furthermore, part of this study has revealed that shift mostly affects the work-family relationship and concludes that workers in the first shift are those who perceive their time situation negatively. These workers show a unified criterion about it.

The shift work affects the family relationships of workers, and their employment status cannot contribute to the desired development. However, they have found a way to cope with both family and workload.

It is important to say that national and international institutions have continued to provide knowledge and studies supporting the need to improve the working conditions of workers. However, it is also true that improvement is not only in the hands of institutions, but also in the hands of each person and entrepreneur.

Finally, in Mexico, there is a dearth of information. It needs this information because workers live everyday in enterprises and government institutions. Being aware of the consequences of this problem is important. It should be noted that the family is the foundation of every society. Therefore, it must be preserved by creating laws. These laws must give a new work culture where companies see to it that their workers' partners are capable of adding value to the work they do every day. Taking into account these measures, the growth will be bilateral without neglecting job responsibilities.

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