

# **Effect that influences the relationship between coworkers and the work satisfaction on a metal mechanic company**

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## **Abstract**

The present investigation aims to measure the employment relationship of a team coworkers in a metal working company from the city of Frontera, Coahuila; it is vital to assess the effect of the interaction of the motives of the individual, the incentives that provides the organization and the expectations raised in the relationship.

Is there a correlation between being in team of co-workers with a satisfactory working environment?

Maslow (1991) said that motivation is constant and complex, practically an almost universal feature in every organization.

The methodology is mixed qualitative since it went to the documentary and quantitative information where the techniques used were interviews; besides, the research shows the application of 34 surveys of employees, and is supplemented by documentary sources that have investigated this subject.

According to Alles (2002) it can be obtained proposals to improve production performance. Analyzing the results disclosed specific performance and the behavior factor of co-workers; based on statistics are made proposals that are of vital importance for the company.

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**JEL classification numbers:** M120

**Keywords:** coworkers, working environment, motivation, performance

## 1 Introduction

Nowadays companies are interested in knowing if their employees feel that are in a satisfactory labor climate, besides of reducing the personnel rotation index, train their personnel; this is very important, as far as they stay in the organization. According to Maslow (1975) is very important the personnel motivation.

It must be satisfied an inferior previous need, and finally as we ascend in the pyramid, our needs change objectives and go from needs of lack or privation to be needs of growth or auto realization.

Coahuila is the third biggest state of the country, it is located in the northeast of México and shares a border of 512 Kilometers with the United States of America, its territory is 151, 571 square kilometers, its population is 2,748,391 according to the INEGI (National Institute of Statistics, Geography and Informatics) from which 49.63% are men and 50.37% are women with a state IBP of 36.3% commerce, restaurants and 20.4 % hotels and 16.9% services, Frontera has 75,215 inhabitants.

This research looks forward to determine, through an instrument of labor climate, if the relation of coworkers influences the labor satisfaction of the workers in a metal mechanic company in Frontera, Coahuila, México. It also identifies the motivation alternatives in the labor relationship.

Our research questions are as follows:

*Is there a correlation in the team of workers with the satisfactory labor climate?  
Effects that influence the relationship of team workers with the labor satisfaction?  
% of workers that enjoy the treatment with their coworkers at the company?*

This research is part of a specific case that has been mentioned before, so it only shows the results obtained in the processing of data from the survey to the determined sample for the central region of the state of Coahuila for the metal mechanic sector.

According to Maslow, (1991) motivation is constant and complex, and practically is an almost universal characteristic through the whole organization.

Alles, (2002) establishes that proposals can be obtained that solve better the production performance. Analyzing the results found it is made known the specific performance and the factor of performance of coworkers, based in statistics proposals are elaborated that result of vital importance for the company.

There are authors and researchers that have measured the relationships in the working teams and have named the working satisfaction as moral or attitude.

Working satisfaction: is the result of several attitudes that has the employee towards his/her work.

Moral: is a sub product of a group, and has four determinants:

- Feeling of solidarity in a group.
- Need of a goal.
- Progress seen to a goal.
- Individual participation in meaningful tasks needed to reach a goal.

Abrajan Castro, Contreras Padilla and Montoya mention in their research that labor satisfaction is an element of great utility for the organizations because through their measuring it is shown the importance of the experience of human capital. However it does not influence in the labor satisfaction, in the article of B. López- Araujo it is mentioned that coworkers and supervisors do not influence the labor satisfaction, it means the softening of the relation and the stress through their two pressure sources.

In an interview to three employees of the metal mechanic company it is arrived to the same conclusion of previous researches, given that the relation of coworkers is excellent in this company, they help between themselves, however when their work is finished, they do not feel satisfied because do not have any economic motivation when there is an extra work to make or a work that needs to be finished sooner.

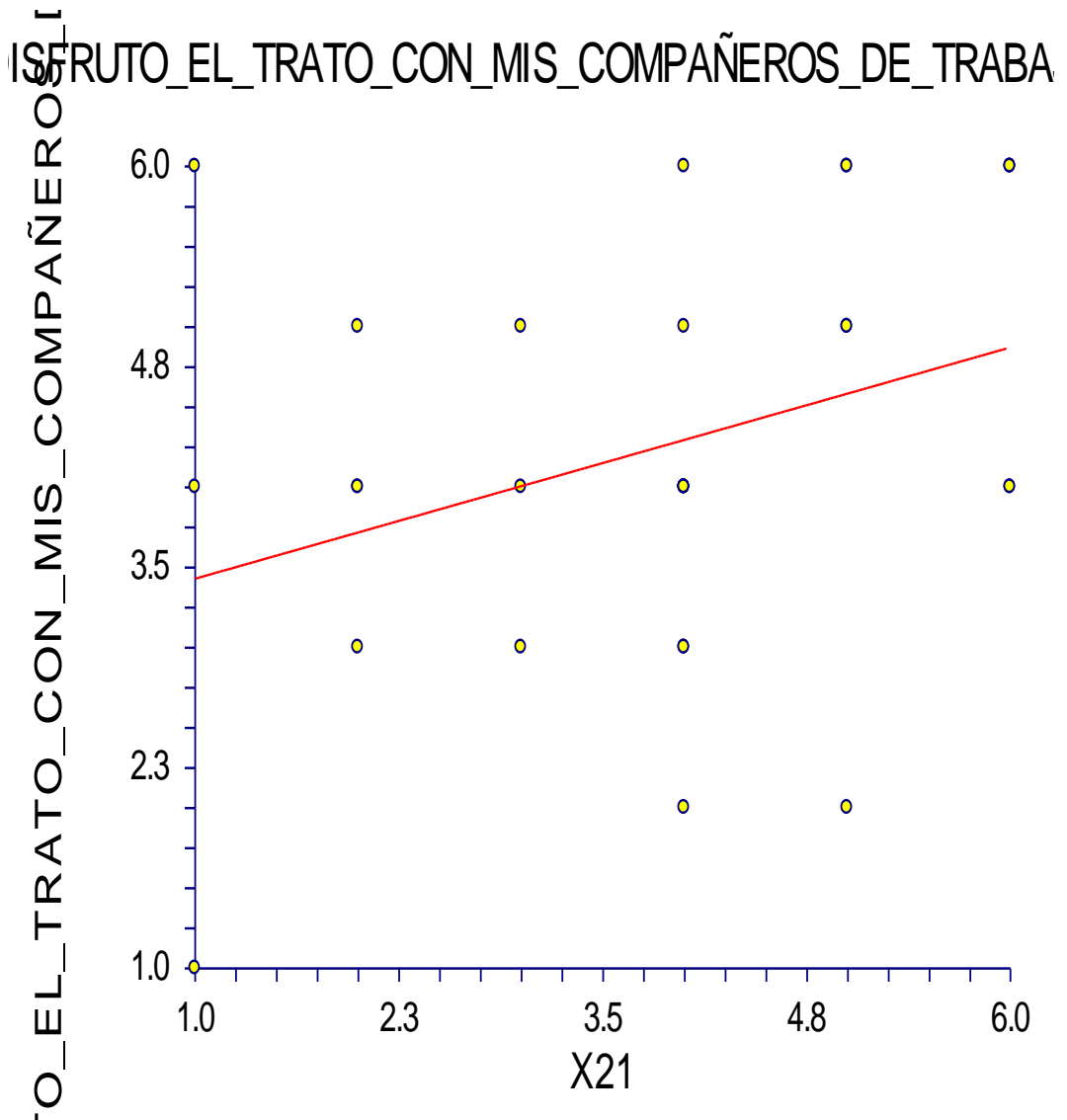
For the purpose of the research, a qualitative and quantitative approach was employed. The technique used was the interview which was applied to 34 workers and it was complemented with documental sources that have researched about this subject.

## 2 Main Results

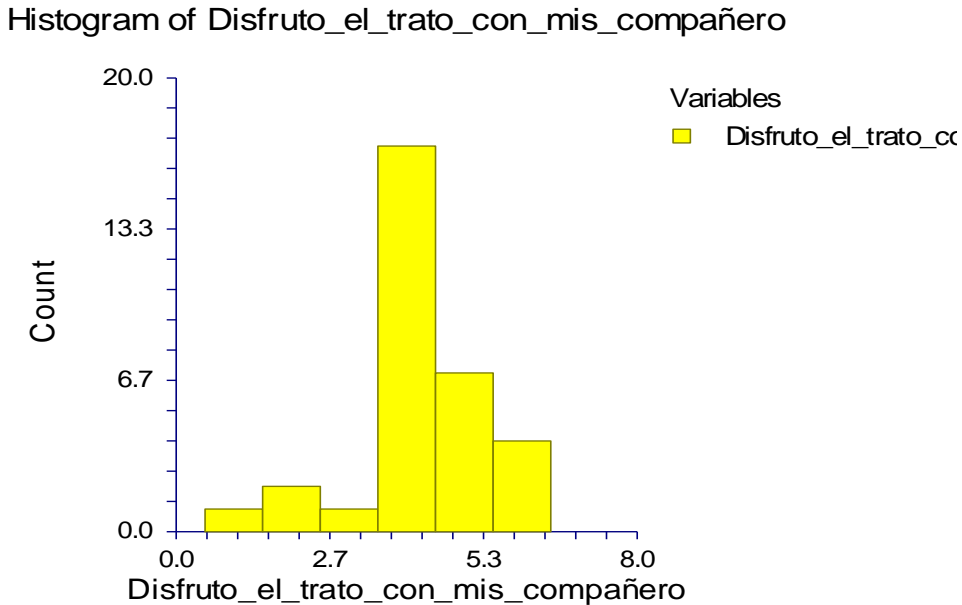
*Is there a correlation in the team of coworkers with the satisfactory labor climate?*

Run Summary Section			
Parameter	Value	Parameter	Value
Dependent Variable	DISFRUTO_EL_TRATO_CON_MIS_COMPAÑEROS_DE_TRABAJO	Rows Processed	32
Independent Variable	X21	Rows Used in Estimation	32
Frequency Variable	None	Rows with X Missing	0
Weight Variable	None	Rows with Freq Missing	0
Intercept	3.1415	Rows Prediction Only	0
Slope	0.2884	Sum of Frequencies	32
R-Squared	0.1123	Sum of	32

		Weights	
Correlation	0.3351	Coefficient of Variation	0.2919
Mean Square Error	1.538674	Square Root of MSE	1.240433
	Linear Regression Report		
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Y = DISFRUTO_EL_TRATO_CON_MIS_COMPAÑEROS_DE_TRABAJO X = X21			



**Figure 1:** Correlation between being a team worker and the satisfactory labor climate



**Figure 2:** Satisfactory labor climate according to the workers opinion where X21 is labor satisfaction

### 3 Conclusion

In the data found according to the validated instrument, it is clearly seen in the histograms that an 85% of the employees are satisfied with the relation between coworkers; however there is no effect that influences in the labor satisfaction of the metal-mechanic company.

Therefore it is proposed that besides having an excellent relation with the coworkers and supervisors is recommended to the directives to implement economic resources motivational whenever exists an extra work.

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