

DIAGNOSTIC STUDY OF PSYCHOSOCIAL FACTORS IN THE AUTOMOTIVE INDUSTRY IN MEXICO

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Abstract. This research seeks to diagnose from the analysis of the psychosocial factors the risk situation in which the Automotive Industry is considering the changes in the federal regulations on occupational safety and health, effective as of February of 2015, which includes psychosocial risk factors. For the evaluation of FRPS, the questionnaire CoPsoQistas21 was used, a version of the Copenhagen Psychological Questionnaire adapted to Spanish and translated into 25 languages. It was applied to a group of workers of a company of the branch of the automotive industry, divided into three shifts. The results coincide with the view of time pressure, the risk factor of greater presence is the work rate mentioned in the OSHA Europe report, followed by the role conflict and insecurity about employment. In the results, the double presence factor, related to the interaction of the family and personal aspects with the aspects related to work, is possible to be affected.

Keywords: Psychosocial, risk factors, automotive industry

Relevance to Ergonomics: Psychosocial risk factors has been associated with the prevalence of work muscle-skeletal disorders and it is important to study this relationship in automotive industry.

INTRODUCTION

Psychosocial risk factors (RRF) and their negative effects related to work have been extensively studied. In several countries, there are regulations, decrees, and regulations aimed at reducing exposure to risks and their consequences on the health of workers. FRPs have been associated in industries governed by continuous flow production systems, organized by the concepts of the system just in time and requiring great flexibility in their structures of work organization to maintain a competitive level according to the requirements of the Globalized markets,

distinctive of the automotive industry of high-volume production and product catalogs almost available to the customer.

FRPs can have a decisive impact on companies if the specific characteristics of each worker are considered to have different outcomes when exposed to adverse psychosocial factors. The needs, expectations, tolerance to the different levels of exposure to stress and frustration in the work, can influence the adaptation of the employee to his work scope and strongly determine the intensity and nature of the behavior that presents itself to the own problems of the organization.

For the company, it is essential to generate strategies to detect factors and psychosocial risks that may arise in the daily work not necessarily can be generated by the same organization since the worker is exposed to a number of situations that can decrease his capacity of resistance in such a way that, a situation that for others is not important, can trigger a crisis in another worker.

BACKGROUND

It has sought to classify the various risks that the worker can face in order to identify the most common forms in which these adverse conditions present themselves both to the individual and to the organization. According to ILO studies (1984), they are considered adverse factors linked to health overwork, lack of control, misuse of powers worker, authority issues, and poor distribution of wages, lack of security Work, problems in labor relations, shift work and physical danger. The European Agency for Safety and Health at Work indicates, among others, 6 organizational factors that lead to psychosocial risks: excessive workloads; Contradictory requirements and lack of clarity in the functions of the post; Lack of participation in decision-making affecting the worker and lack

of influence in the way the work is carried out; Ineffective communication, lack of support from management or colleagues; Violence by third parties and psychological and sexual harassment.

Other studies of psychosocial risks (Cox et al, 2003, Velázquez, 2007) include the content, pace and work program, control, environment and equipment, organizational culture, interpersonal relationships at work, role in company development Professional and interrelation between the organization and the worker's house.

Although it is difficult to determine the main psychosocial risks, the studies (ILO, 2014, Moreno and Báez, 2010) allow us to identify some of the most important risks:

Stress.

Internal and external factors and constant technological change in which the organization operates, demanding maximum effort to meet the demands that the environment determines, or counterclockwise, inefficient use of the skills of workers in their jobs, generates behavior change negatively affecting their work performance, motivation and quality of life, and reduce its capacity for creativity and stagnation of professional development impacting decisively on organizational effectiveness (Schabracq et al., 2000).

Stress is caused in part by the imbalance between the demands and pressures to which the worker is facing in the post and on the other, the skills and knowledge that this has (WHO, 2004). When the needs of the environment exceed the capabilities of the worker can trigger adverse effects on physical and mental health such as exhaustion, depression to the detriment of their quality of life and productivity, even reaching contract recession.

The characteristics of the position, volume, rhythm and work schedules as well as the company's participation and control

are triggers of stressors in the company, mismanagement, poorly designed processes and demanding work shifts are red lights that must Be considered when establishing strategies of improvement within the organization and that are aimed at developing the skills and competencies of the worker in a work environment that fosters creativity, motivation and productivity.

Burnout or professional burnout

Broadly related to stress, the term burnout was used in the decade of the 70's after analyzing the behavior of some police at that time, according to data from the portal of work stress, were the psychologists C. Maslach And S. Jackson, who in 1976 identified burnout as a "syndrome of emotional exhaustion, depersonalization, and less personal accomplishment, which often occurs more frequently in jobs that merit attention to third parties by physically and mentally disabling the employee. Develop their work efficiently and increase the levels of stress that in the long run can affect their behavior. "

Work shifts

The agitated dynamics of organizations in industrialized countries has led to the need to incorporate a system of shifts that cover the 24 hours to attend to the demands of the market, considering for this, the fragmentation of the production scheduled in shifts that include Sundays and holidays provoking that These work rhythms generate physical and mental imbalances in the worker. According to the Foundation for the Prevention of Occupational Risks, sleeping by day does not allow the body to adapt easily as when sleeping at night (see figure 3), sleep provides a uniform state of rest of the body characterized by low levels of Physiological activity which comprises two phases; One of slow sleep allowing the physical recovery of the body and the other of fast sleep that helps the psychic recovery. It is necessary to sleep at night about 7 hours to

be able to walk through all phases of sleep and obtain physical and mental recovery.

Why it is important to consider psychosocial factors in AI?

The establishment of Transnational Corporations in Sonora since 1984 has generated a strong boost to the automotive industry in Sonora, providing solidity to the regional economy by not depending exclusively on local or national investments. According to the Economic Commission for Latin America and the Caribbean (ECLAC, 2004), the incorporation of these transnational corporations has led to a strong demand for high standards of efficiency and productivity, with an impact on labor intensification.

In the OSHA Europe Report, three very important factors in the intensification of work are mentioned: radical changes in the use of time, production systems “Just in Time” and flexibility as a requirement.

The first factor refers to the urgency to finish each cycle of work in time, in the AI the production rate is established by the assembly line, either by the movable bases or by carousel type supports where the unit is not in contact with the floor. The operator has the cycle time to travel the distance assigned to the workstation, this represents the production speed, time in which the distance is traveled. Added to this is the importance of the analysis of value-added activities at each station, where “waste” times are transformed into productive times, increasing the efficiency in the allotted time.

The use of information technologies has facilitated the application of the “just in time” production system, which is increasingly used in the search for waste disposal (Womack et al, 1992). This system of production, the second factor, exerts some additional pressure on the operators, especially in the sense of the scarce possibility of delaying in the execution of the work assigned to be fulfilled in the

allotted time, and as it states the Report has repercussions on delays to the production chain and consequently incur additional costs due to errors in the execution of the activity, delays or due to the malfunction of the system.

The third factor: Flexibility is based on the need to reduce inventories by increasing the complexity of the work caused by the various options that demand higher requirements for adaptation and execution of the activity depending on the cycle times of each workstation.

The report mentions that in addition to the presence of musculoskeletal disorders or injuries associated with work intensification, the effects of psychosocial risks are also associated with the manifestation of stress due to work.

Considering the above, it is that psychosocial factors should be considered in AI, especially at this time of its boom in Mexico, because of its relation with the intensification of work, as mentioned in the Report of the European Risk Observatory (2007), Distinguishing two basic trends in the world of work; The perception of the deterioration of the working conditions and the negative increase of the effects of the work on the health, manifesting itself through the musculoskeletal injuries and the psychosocial risks. The concept of intensification of work is not directly related to the organization of production, however, it is present in the current conditions of high volume production AI, for example, the synchronization of continuous work. In practice, it has been observed the need for organizations to increase the use of human resources by allocating more activities per cycle while increasing the efficiency of work. The production rhythms in the middle of the last decade were of maximum 40 units per hour, currently have production rates of between 50 to 73 units per hour, translated in time represent cycles of 49 to 72 seconds per

cycle, that is to say, the Time available at each workstation for the assignment of activities.

DESCRIPTION OF AI

The manufacturing industry, in particular, the automotive industry (IA), is fundamental for the development of the economy at a global level, according to data from the International Organization of Automobile Manufacturers (OICA, 2015), the world production of automobiles, Family vehicles and light vehicles in 2014 reached the figure of 89, 747,430 units. The same source mentions that the AI represents the incorporation of more than twelve million workers for the manufacture of the total of cars, plus considering approximately 5 additional jobs for each direct job, the total approaches the 60 million jobs related to the automotive industry.

The IA is somewhat different from the pattern of the export manufacturing industry, has been located with a greater presence in the central region of the country and the trend continues, the state of Guanajuato has established itself as the main attractor of the industry. In the distribution of AI already considered the new investments and the new brands that will be established in the country but does not consider the complementary industry of auto parts, only the manufacture of auto parts belonging to the automotive brand.

The production of automobiles for the years 2014 and 2015 up to the month of June is concentrated in table 1. The production considers cars and light vehicles, according to the classification of the OICA these are passenger vehicles in both cases, the definition is Relating to motor vehicles with at least four wheels and can carry up to eight passengers in addition to the driver. The data correspond to the Automotive Industry established in Mexico and the total mentioned

is the production of passenger vehicles. The table also shows the variations in the volumes produced in the two years.

The total production for the period January-June 2015 was 1,727,557 units which, compared to production for the same period of the previous year 1,597,594 units, represents an increase of 8.1%. In the case of Mazda, the increase is very noticeable, but it is explained by the fact that the production started already advanced in 2014. The trend to the rise places Mexico in the first seven places of production of light vehicles worldwide. In the year 2013, the total production was 2, 933,465 units.

According to INEGI data, in 2013, the total number of employees employed in the manufacture of light vehicles was 45, 356 people, its impact on the total generation of jobs is greater than that reported by OICA, in Mexico the proportion is Of 14.5 jobs per direct job, this represented a total of 668,456 total jobs. The total number of hours worked in the IA in 2013 was 1, 507,011 of which 174,095 corresponded to the manufacture of light vehicles.

In the same source, the value of production is mentioned at 575, 980,649 (thousands of pesos); however, the proportion in the same employment trend is not maintained, the production value is only 50% of the total AI , 1,201,005,209 (thousands of pesos). In total income with respect to wages, the AI contributed with 81,992,754 (thousands of pesos), that is an average of 122,660 pesos per year.

LEGISLATION IN MEXICO

On November 13, 2014, the Federal Regulation on Occupational Safety and Health (RFSST) has been published in the Federal Official Gazette, according to the provisions of the first of the transitory articles, there is a period of Three months for the entry into force of this regulation, that is, from February

MARCA	JUN-15			JUN 2014		JANUARY - JUN		
	Ligeros	Total	Total	Var. %	2015	2014	Var. %	
Autos								
FCA MÉXICO	1,885	42,195	44,080	41,575	6	254,775	243,262	4.7
FORD MOTOR	44,423	0	44,423	42,107	5.5	235,668	231,771	1.7
GM	12,566	46,877	59,443	55,870	6.4	342,325	353,712	-3.2
HONDA	1,774	10,995	12,769	11,293	13.1	90,260	48,224	87.2
MAZDA	18,629	0	18,629	6,766	175.3	101,915	25,466	300.2
NISSAN	60,791	12,788	73,579	73,615	0	414,108	412,312	0.4
TOYOTA	0	7,934	7,934	6,241	27.1	41,741	34,404	21.3
VOLKSWAGEN	45,837	0	45,837	49,877	-8.1	246,765	248,443	-0.68

Table 1. Production of passenger vehicles in Mexico.

Source: AMIA, 2015.


	Dimensión	Más Desfavorable	Situación Intermedia	Más favorable
	MÁS PROBLEMÁTICAS			
	Ritmo de trabajo	90	10	0
	Conflicto de rol	60.7	25	14.3
	Inseguridad sobre el empleo	60.7	14.3	25
	Doble presencia	55.2	27.6	17.2
	Inseguridad sobre las condiciones de trabajo	44.8	24.1	31
	Influencia	36.7	23.3	40
	Exigencias emocionales	34.5	20.7	44.8
	Apoyo social de compañeros	33.3	40	26.7
	Exigencias cuantitativas	26.7	36.7	36.7
	Calidad de liderazgo	26.7	23.3	50
	Claridad de rol	24.1	34.5	41.4
	Posibilidades de desarrollo	17.2	20.7	62.1
	Exigencias de esconder emociones	16.7	20	63.3
	Apoyo social de superiores	13.3	30	56.7
	Sentido del trabajo	10	13.3	76.7
	Justicia	10	10	80
	Previsibilidad	6.7	40	53.3
	MENOS PROBLEMÁTICAS O FAVORABLES			
Sentimiento de grupo	3.3	26.7	70	
Reconocimiento	3.3	3.3	93.3	
Confianza vertical	0	3.4	96.6	

Table 1.- Results of the istas 21 questionnaire

Source: Elaboration of the format of the system istas21.

13, 2015.

Emphasis is given to the inclusion of article 42, referring to ergonomic risks in workplaces and article 43, referring to psychosocial risk factors in workplaces. According to the RFSST as psychosocial risk factors, "Those that can cause anxiety disorders, non-organic sleep-wake cycle and severe stress and adaptation, derived from the nature of the functions of the job, the type Of working hours and exposure to severe traumatic events or acts of Labor Violence, for the work developed. "

Article 43 states that "employers shall":

I. Identify and analyze the jobs with psychosocial risk by the nature of their functions or the type of working day;

II. Identify workers who were subjected to severe traumatic events or acts of Labor Violence, and to assess them clinically;

III. Adopt the necessary preventive measures to mitigate the Psychosocial Risk Factors;

IV. Practice examinations or clinical evaluations to Occupationally Exposed Persons to Psychosocial Risk Factors, as required;

V. Inform workers about possible alterations to health due to exposure to Psychosocial Risk Factors, and

SAW. Keep records on the preventive measures taken and the results of clinical examinations or evaluations.

Understanding also the need to have a program of safety and health at work to avoid risks in work centers. The process of identification of psychosocial risks must start from a diagnosis of health and safety at work and consequently establish the set of actions aimed at prevention and correction.

Because of the very nature of the risk and the methods for its evaluation, it is anticipated that identification and diagnosis should be applied to each individual in the workplace representing an AI universe of 668,456

workers. Here it is important to anticipate and establish the strategy to carry out the process of diagnosis and identification of psychosocial risk factors and establish the action plan for the respective control and intervention strategies. The Mexican Official Standard of the Secretariat of Labor and Social Welfare is still in the process of being drafted, authorized and published regarding the entire process of applying the RFSST.

Article 476 of the Federal Labor Law refers to the following: "In any case, work diseases shall be considered as determined by this Law and, if applicable, the updating by the Ministry of Labor and Social Security." This could involve the diagnosis of work-related illnesses associated with psychosocial risk factors and consequently affect the Social Security premium. Hence the importance of anticipating events and establishing the strategy for the prevention and control of psychosocial and ergonomic risks added to derivatives and associated with safety and hygiene in workplaces.

STRATEGIES FOR PREVENTION OF PSYCHOSOCIAL RISKS

Identifying the negative psychosocial factors that impact the worker implies a deep assessment and analysis by the organization to generate a map of risks inherent to the company. The difficulty lies in the perception factor that prevails in the behavior of the worker. The attitude, knowledge, experiences, social and family environment that are part of the context in which the worker operates can affect his work performance and what for a worker is a normal situation without any particularity that worries him, for other people can Be an emotional trigger that impacts on their work and group work.

In order to ensure an effective diagnosis of the possible risks, it is necessary to evaluate the jobs involved in the organizational

processes and that include the propensity to psychosocial risks so that methods must be used that really detect the problems that affect the company.

METHODOLOGY

There are a variety of psychosocial risk assessment instruments validated by researchers that have been applied in diverse work environments with highly successful results, the interesting thing is to be able to identify which is the most convenient according to the specific characteristics of the work organization to later evaluate the probability of risk and determine the strategies of intervention and control.

The ILO in 1984 provides a description of some of the most commonly used methods for measuring psychosocial factors, including measuring occupational satisfaction, Measuring psychological and psychosomatic symptoms, Measuring subjective well-being, Psychophysiological measures, and indicators. The report mentions the importance of the application of the questionnaires and interviews to detect risks involving the personnel to answer the questionnaires obtaining the direct information of the involved one.

The COPSOQ method is an international instrument for research, evaluation, and prevention of psychosocial risks originating in Denmark. The first version was made by a group of researchers from the.

One of the most commonly used methods is the Copenhagen Psychosocial Questionnaire (CoPsoQ) in its second version: ISTAS 21, is an international instrument for evaluation originated in Denmark, the first version was made by a group of researchers from the National Research Center for The Working Environment in the year 2000 (Kristensen et al, 2005, Pejtersen et al, 2010).

The questionnaire consists of four sections:

Socio-demographic data and requirements of domestic and family work, Conditions of employment and work, Damage and effects on health and Psychosocial dimensions. Jiménez and Báez (2010) and measures the psychosocial risk factors can be applied in any type of work including 21 psychosocial dimensions which allow covering a wide field of action in the work (Moncada et al 2006)

It has been chosen a company of the automotive branch located in the state of Sonora, the company counts on more than 1000 direct employees in the area of production, has more than 25 years of antiquity in the locality and forms part of a corporate of great exigency in the results.

For the identification and evaluation of the psychosocial risks in the company, five stages were considered:

1. Planning and carrying out fieldwork.
2. Application of the Copenhagen Psychological Questionnaire adapted to Spanish and denominated CopSoQ-istas21 version 2.
3. Preparation of the report.
4. Analysis of results.
5. Mapping of psychosocial risks.

The following describes the methodology of work, the base for the first two phases of the DCOV, definition, and characterization of the problem.

1.- Planning and carrying out fieldwork. As mentioned previously, to evaluate the psychosocial risks, it was decided to use the instrument CopsoQ-istas 21 (<http://www.istas.net>), the questionnaire evaluates fifteen factors, listed below:

- Quantitative psychological requirements, which are derived from the amount of work, are considered high when more work is to be done than the scheduled work.
- Work rhythm, closely related to psychological demands, refers to the intensity

of work, depending on the number of activities assigned and the time to perform them.

- Emotional psychological demands are the level of exigency to keep aside individual emotional situations of work derived from interpersonal relationships.

- Double presence, refers to the simultaneous synchronous presence of family matters and labor matters, are high when the demands of the work interfere with the family demands.

- Influence, it is the autonomy that the person has to carry out his work, specifically in relation to the work, quantity, order and method to be used.

- The possibility of development refers to the possibilities of putting into practice the knowledge, skills, and experience in the performance of work and the possibility of acquiring new ones.

- The sense of work, in general terms, refers to the content of the work and the vision of the worker about his contribution to the final product.

- The quality of leadership is the interaction of the work team with intermediate levels of command.

- Predictability means having adequate information, in quantity and time, to properly develop the work and be prepared for a possible change.

- Clarity of role is the concrete knowledge about the work to be done, instructions, time, activities to perform among others.

- Role conflict refers to the type of activities in which the worker may disagree and may represent an internal, personal conflict.

- Insecurity about employment is stability at work and the possibility of the help of the company to find another job if there is a dismissal.

- Uncertainty about the working conditions, it is presented when the changes

will come to affect the current working conditions, for example, the salary or the amount of work to be performed.

- Vertical trust is the security that is in the actions of managers and workers in a competent and appropriate manner.

- Justice, it is the treatment of equity, the decision-making and the participation in these.

The questionnaire is based on the General Theory of Stress, is designed to evaluate any type of work, focuses on the relationship of work organization and working conditions, stresses the importance of the participation of various groups of workers and is of public and free use.

2. Application of the Copenhagen Psychological Questionnaire Ista21. For the application of the questionnaire to the members of the work group, an estimated time of 15 minutes was assigned to each of them. The employee does not require any kind of knowledge prior to the questionnaire as it does not contain specialized terms. For the application of the evaluation instrument it is necessary to download the application, available on the website, and accept the conditions of use; Preventive purpose, participation, anonymity, and confidentiality of personal data and non-modification of the questionnaire. Prior to the application of the questionnaire, participants were informed of the scope of the instrument, the form of application and how to respond. This activity was performed with each of the work teams for each shift. In this part of the methodology, the questionnaire was applied in a work group composed of 10 employees in three shifts, which represents a total of 30 employees.

RESULTS

The information obtained from the questionnaires is summarized in Table 1. The data are ranked from the most unfavorable

to the most favorable. The results show the percentage of workers who have responded to each factor. The results are significant when the percentage is higher than 60%, for Important; Work rhythm, role conflict, and job insecurity, although it does not reach the percentage should pay attention to the double presence factor. Thus, the most unfavorable factors are the pace of work, the role conflict, and security in the insecurity about employment. On the other hand, the most favorable factors include vertical confidence, recognition and group feeling.

When analyzing the work rate factor, this factor is present equally in all three shifts appears in 90% of responses. On the other hand, in the role conflict factor was presented in 60.7% of the responses. In the third factor, job insecurity is perceived as unfavorable in 60.7% of the responses. The percentage coincides with the result obtained in the role conflict, however, it is perceived inversely in the intermediate condition and the favorable condition. The dual presence factor, although not fully attributable to the conditions in the company has an important result in the perception as unfavorable, it would be prudent to abound in its analysis.

The root cause is sought for each of the factors detected as unfavorable, with respect to the work rate factor it was found that the worker's perception has a directly proportional relation with the high levels in the percentages of use that are handled in the belonging stations To the working group. This percentage refers to the amount of time allocated for the development of activities with respect to the cycle time of each workstation, regularly the percentage is above 92% on average, sometimes the percentage is above 100%, making it necessary to compensate in the next cycle increasing the speed of work. In the analysis of reference times to assign the workload, the standard time is considered as

the time allocated to each activity according to a generalization considered as normal, that is, any worker properly trained and working at a normal rate, Should meet working time without having to compensate by increasing the pace of work or by making additional efforts. The procedure to determine the time allotted to the workstation considers the standard time and does not allocate the additional time for personal factors, go to the bathroom for example, or for possible errors in the execution of the activity, nor is the factor of the Fatigue due to the demand of work pace and working postures.

Regarding the role conflict factor, the relationship between the years of seniority and the certifications that each employee must have is negative, which means that they do not have the certifications required for the time they are carrying out their work. For this reason, the employee's perception is related to the current situation.

Finally, in the factor of job insecurity, the results indicate that the first shift has the highest percentage of employees with an age of fewer than 3 years and a higher index of affectation in an electronic file, however, the percentages are low. That we can conclude that the employee's perception is subjective and does not correspond to the current situation.

The last stage of this methodology is where proposals are presented to mitigate the risk factors detected as unfavorable. In this case, to attack the psychosocial risk of work rhythm that is present in the three shifts, the following actions are proposed to correct this risk, which are:

It is necessary to identify the employees who have not been certified for the position in which they are being developed and given the appropriate induction and training in order to reduce the presence of the role conflict. A second action is the rotation of the staff, it is necessary to reinforce with the supervisor the

attachment to the plan of versatility which marks that every 6 months the employee must be certified in a new station, without exposing the worker to another type of risk, psychosocial or ergonomic.

Regarding the psychosocial risk factor for job insecurity, which is present in the three shifts, it is proposed to recognize the worker's performance and recognition of teamwork, including the supervisor. This risk factor is considered subjective, it is the perception of the worker, therefore a strategy to analyze in the team is to hold regular meetings where they are informed about the results obtained by the company and make known the commitment of the company in Assist the worker in finding a new job when it should leave and its performance has been noticeable and positive.

CONCLUSIONS

The psychosocial risk factors have been little studied in Mexico in the AI, the expectation is the impulse to investigate the subject motivated by the changes to the labor regulation, undoubtedly the efforts by the companies in complying with the new Guidelines and academic work to abound in research on the subject, will translate into occupational health benefits and an improvement in business productivity.

The opinions of those involved in the project on the part of the company corroborate the factors of greater presence in the workers, industrial engineering personnel have been consulted regarding the standard times and have agreed on the use of normal time as the base time for The assignment of the workload to each station, the results concerning the conflict of roles with the supervisors and with the industrial engineers were consulted and there is a coincidence in the need to resume the certification or formalization of the worker's abilities to perform efficiently in a workstation

and carry out all relevant activities, it is also emphasized the importance of strengthening the process of presenting instructions and working methods with the recognition and participation of the group of workers and industrial engineers. The third-factor present requires a relevant communication strategy to make the worker feel his importance for the company and the existence of a long-term successful vision if he works in a team and according to the standards recognized and agreed by the teams of work.

The double presence factor is in the threshold of 60% of population that would recognize it as unfavorable, this factor presents the disadvantage for the work center to combine particular aspects related to the personal and family situation of workers with the aspects related to work, The activities within the company are their responsibility and as a consequence of their control, however, combining personal and family aspects makes it difficult to identify and mitigate risk.

The inclusion of psychosocial risk factors in the regulation of work in Mexico will surely have a favorable medium- and long-term effect for all those involved in a workplace. In the case of study, the characteristic of the IA on the demands of the global markets to operate with greater flexibility in the production plants, the strategy to follow or the systems of production are most often based on the System Just in time and particularly the companies of great volumes of production, they maintain continuous rhythms of work where it is limited to the worker to establish his particular rhythm of work, generally takes care of the time of production until the minimum. These three factors have been identified by OSHA Europe as additional factors to psychosocial factors that have a pressure effect on organizations and are linked to some of the psychosocial risk factors.

The role of the federal authority will be

fundamental to the success of regulatory changes, there must be clear rules for all involved, and the existence of an official standard to define scope and enforcement procedures will be basic. It will be important to have flexibility in the use of evaluation tools, fortunately there is a wide availability of methods, scientifically validated, to be used according to the needs of each company.

Changes in labor regulations should have an influence on the administrative procedures of companies, specifically on the

condition of transparency of information on the psychosocial risks to which a worker is exposed, as the structure of the evaluation methods will be presented. Opportunity to raise awareness and train workers on the importance of health care in all aspects. And it will be important to follow-up the results of the evaluations, the workers mentioned in the regulation do not only refer to the production staff, it also includes the administrative and managerial staff.

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