



UNIVERSIDAD
PRIVADA
DEL NORTE

FACULTAD DE NEGOCIOS

Carrera de Administración

“CLIMA ORGANIZACIONAL PARA LA
OPTIMIZACIÓN DE RESULTADOS: UNA
REVISIÓN DE LA LITERATURA CIENTÍFICA”

Trabajo de investigación para optar al grado de:

Bachiller en Administración

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Lima - Perú

2019



DEDICATORIA

A mi madre, por ser mi mejor ejemplo de perseverancia.



AGRADECIMIENTO

Principalmente a mis formadores, quienes permitieron que pudiera tener valiosos conocimientos. Quienes, además, son la inspiración de mis esfuerzos e imagen a seguir en mi vida profesional. Siempre les estaré agradecido.



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RESUMEN

El objetivo principal de este estudio se encuentra en poder incrementar objetivamente la producción y/o resultados económicos de una empresa, a través de la mejora de su clima organizacional, aplicando un modelo establecido y a la vez generar el bienestar de los trabajadores, mediante métodos de trabajo en torno al capital humano.

El interés de esta investigación es analizar el clima organizacional dentro de diferentes empresas a nivel nacional y evaluar el nivel de satisfacción laboral en sus colaboradores. Se aplicarán los cuestionarios del “Modelo de clima organizacional y su relación con el desempeño laboral en las PYMES hoteleras de Riobamba” de Héctor Germán Pacheco Panunga (2017). Los resultados esperados son, principalmente, la presencia de una influencia positiva (incremento) en el clima organizacional, llegando a un determinado nivel de satisfacción en los colaboradores que se refleje en la optimización de los resultados numéricos de determinadas empresas. Todo se lleva a cabo, poniendo de por medio la aplicación un modelo de clima organizacional.

Se pretende demostrar que un adecuado clima organizacional es un factor indispensable, porque influye en el logro de la satisfacción laboral de cada colaborador. De esta manera, se desea concluir que existe una vinculación causa-efecto positiva entre los conceptos de clima organizacional y desempeño laboral; para finalmente verificar los resultados a nivel productivo.

PALABRAS CLAVES: Clima organizacional, desempeño laboral, productividad laboral.



CAPÍTULO I. INTRODUCCIÓN

1.1. JUSTIFICACIÓN

El objetivo principal de este estudio es aplicar un modelo de clima organizacional, que mejore desempeño laboral, con el fin de lograr el incremento de la producción de bienes y/o servicios de una compañía, a través de la mejora de su clima organizacional.

El interés de esta investigación se encuentra en poder aplicar métodos de trabajo enfocados en el capital humano, adaptados a diferentes áreas de una compañía, intentando mejorar el desempeño laboral de sus colaboradores, con el fin de optimizar el nivel de producción y de resultados económicos para la compañía y a la vez generar el bienestar de los mismos trabajadores.

Según los siguientes autores, se puede definir “clima organizacional” de las siguientes maneras:

Gonçalves (2001) define clima organizacional como un fenómeno que media entre los factores del sistema organizacional y las tendencias motivacionales que se traducen en un comportamiento que tiene consecuencias sobre la organización tales como la productividad, satisfacción, rotación.

Hall (1996) refiere que el clima es un conjunto de propiedades del ambiente laboral, percibidas directa o indirectamente por los empleados, que se supone son una fuerza que influye en la conducta del mismo.



Wather (1993) asume que son las percepciones que el individuo tiene de la organización para la cual trabaja y la opinión que se haya formado de ella en términos de autonomía, estructura, recompensas y apertura.

Dessler (1993) plantea que no hay un consenso en cuanto al significado del término, las definiciones giran alrededor de factores organizacionales puramente objetivos como estructura, políticas y reglas, hasta atributos percibidos tan subjetivos como la cordialidad y el apoyo.

Brow y Moberg (1990) manifiestan que el clima se refiere a una serie de características del medio ambiente interno organizacional tal y como lo perciben los miembros de esta.

Fernández y Asensio (1989) aseguran que es el conjunto de características psicosociales de un centro educativo, determinado por todos aquellos factores o elementos estructurales, personales y funcionales de la institución que contienen un peculiar estilo, condicionantes, a su vez, de sus productos educativos.

Gibson y colaboradores (1984), conceptualizan clima organizacional como las propiedades del ambiente que perciben los empleados como característico en su contexto laboral. Sobre esta base, el clima está conformado por las percepciones de las variables de comportamiento, estructura y procesos.

Chruden y Sherman (1982) consideran que toda organización posee su propia y exclusiva personalidad o clima que la diferencia de otras; sostienen que la gerencia debe prestar mucha atención a este aspecto, ya que entender el clima de la organización conduce al logro de los objetivos establecidos.



Johannesson (1973) Percibe que la conceptualización del clima organizacional se ha llevado a cabo a través de dos líneas principales de investigación: la objetiva y la perceptual y postula que la medición objetiva del clima sería evidente en los trabajos de Evan (1963) y Lawrence y Lorsch (1967).⁽¹⁾

Para la presente investigación se forma la siguiente pregunta:

¿Se pueden mejorar los resultados económicos de una empresa, a través de la mejora de su clima organizacional?



CAPÍTULO II. METODOLOGÍA

Para la realización de la revisión sistemática de la revisión sistemática “Clima organizacional para la optimización de resultados: Una revisión de la literatura científica”, se intenta implementar una metodología en base al “Modelo de clima organizacional y su relación con el desempeño laboral en las PYMES hoteleras de Riobamba” de Héctor Germán Pacheco Panunga (2017), con el cual, en base a sus métodos y cuestionarios, se pretende resolver la pregunta de investigación: ¿Se pueden mejorar los resultados económicos de una empresa, a través de la mejora de su clima organizacional?

En tal sentido, se consideró emplear los métodos establecidos en dicho trabajo de investigación, debido a que las pruebas y documentos creados por el autor, mostraron los resultados de una muestra ya registrada.

Para facilitar esta búsqueda, se utilizaron páginas de búsqueda confiable, tales como “Redalyc y Scielo, empleado una estrategia de busca, en base a palabras clave “clima laboral”, “optimización de resultados”, “satisfacción laboral”, entre otros, que contengan información relevante para sustentar nuestro contenido.



CAPÍTULO III. RESULTADOS

Se espera que, a partir del análisis de datos, la relación entre clima y desempeño laboral sea directamente proporcional. En ese sentido, se espera obtener que mediante el uso de las pruebas establecidas por el “Modelo de clima organizacional y su relación con el desempeño laboral en las PYMES hoteleras de Riobamba” de Héctor Germán Pacheco Panunga (2017), se compruebe que, en cuanto a un mejor clima laboral, mejores son los resultados económicos y de proyección de las diferentes compañías, tomadas como muestra. Tomando al concepto de clima laboral como la variable independiente y al concepto de optimización de resultados como la variable dependiente.²

La búsqueda de artículos en la base de datos ProQuest y motores de búsqueda arrojó un total de 3,105 artículos analizados, en el periodo de tiempo 2016 – 2019, encontrados a través de la introducción de las palabras clave “climate organizational” y “labor productivity”. Posteriormente, se realizó la aplicación de filtros para poder especificar la búsqueda en base al tema propuesto utilizando como referencias las variables de “idioma”, “texto completo”, “evaluado por expertos”, “lugar” (países latinoamericanos: Brasil, Chile, Colombia, Perú, Argentina y México). Después de la aplicación de los filtros mencionados, la búsqueda se redujo a un total de 95 resultados de artículos analizados.

Para tener una mejor búsqueda, se aplicó la opción de Excel “Quitar duplicados”, para poder evitar que se filtren duplicados dentro de las búsquedas. Este filtro pudo indicar que no existen resultados que se dupliquen en los artículos encontrados.



Según lo mencionado, se detalla la muestra de los 95 resultados encontrados con la base de datos ProQuest, en la siguiente tabla:

Title	ArticleType	AuthorAffiliation	Authors	documentType	language	originalTitle	placeOfPublication	pubdate	pubtitle	year	subjects	Database
Literature Review of Shared Value: A Theoretical Concept or a Management Buzzword?_JBE_JBE	Scholarly Journals	Faculty of Business and Economics, University of Melbourne, Carlton, VIC, Australia , Faculty of Business and Economics, University of Melbourne, Carlton, VIC, Australia , Faculty of Business and Economics, University of Melbourne, Carlton, VIC, Australia	Dembek, Krzysztof;Singh, Prakash;Bhakoo, Vikram	Literature Review , Journal Article	English		Dordrecht	Aug 2016	Journal of Business Ethics	2016	Bottom of the pyramid , Business and society , Epistemology , Literature review , Ontology , Shared value , Theoretical concept	ProQuest Central
Gender discrimination and firms' profit: evidence from Brazil	Scholarly Journals	College of Economics and Management, University of South China, Hengyang, China , Faculty of Economics, Aichi Gakuin University, Nagoya, Japan , Research Institute for Economics and Business Administration, Kobe University, Kobe, Japan	Liu, Wenjun;Nomura, Tomokazu;Nishijima, Shoji	Journal Article	English		Glasgow	2016	Journal of Economic Studies	2016		ProQuest Central
Local water stress impacts on global supply chains	Scholarly Journals	Department of Engineering, University of Cambridge, Cambridge, UK , Department of Engineering, University of Cambridge, Cambridge, UK , Department of Engineering, University of Cambridge, Cambridge, UK	Yatskovskaya, Ekaterina;Jagjit Singh Srini;Kumar, Mukesh	Journal Article	English		Bingley	2016	Journal of Advances in Management Research	2016		ProQuest Central
Governance and climate variability in Chinchiná River, Colombia	Scholarly Journals	Department of Anthropology, Environment and Society Research Group, Universidad de Antioquia, Medellín, Colombia , Department of Anthropology, Environment and Society Research Group, Universidad de Antioquia, Medellín, Colombia , Department of Justice Studies, University of Regina, Regina, Canada, and Department of Sociology and Social Studies, University of Regina, Regina, Canada and Governance and Inclusive Development, Amsterdam Institute for Social Science Research, University of Amsterdam, Amsterdam, The Netherlands , Universidad Nacional de Colombia Manizales, Manizales, Colombia , Department of Sociology, Universidad de Antioquia, Medellín, Colombia	Acevedo, Erika Cristina;Turbay, Sandra;Hurlbert, Margot;Barco, Martha Helena;Kelly Johanna Lopez	Journal Article	English		Bingley	2016	International Journal of Climate Change Strategies and Management	2016		ProQuest Central
WOMEN EMPOWERMENT THROUGH SOCIAL INNOVATION IN INDIGENOUS SOCIAL ENTERPRISES	Scholarly Journals		Misquira, Mario Vazquez;Ruelas, Gloria Camacho;De La Torre, Consuelo Garcia	Feature	English		São Paulo	Nov/Dec 2016	Revista de Administração Mackenzie	2016		ProQuest Central
Farmers' Options to Address Water Scarcity in a Changing Climate: Case Studies from two Basins in Mediterranean Chile	Scholarly Journals		Roco, Lisandro;Poblete, David;Meza, Francisco;Kerrigan, George	Feature	English		New York	Dec 2016	Environmental Management	2016	Agricultural production , Chile , Drought , Multinomial logit , Stressors , Water scarcity	ProQuest Central
Is it the Brazilian Way? Extending the Comparison of Public and Private Organizations	Scholarly Journals		Borges, Renata;Mote, Jonathan	Feature	English		Dordrecht	Dec 2016	Public Organization Review	2016	Public administration , Public-private comparison , Personnel management , Organizational behaviour	ProQuest Central
Work conditions assessment in manufacturing organizations in the colombian caribbean region/Evaluación de las condiciones de trabajo en empresas manufactureras de la región Caribe colombiana	Scholarly Journals		Oviedo, Trespalacios, Oscar;Martinez-Buelvas, Laura Patricia;Hernandez-Kilgman, José David;Escobar-Osoño, Jaime Andrés	Feature	English		Medellín	Dec 2016	Revista Facultad de Ingeniería Universidad de Antioquia	2016		ProQuest Central
Potential of Vertical Hydroponic Agriculture in Mexico	Scholarly Journals		de Anda, Jose;Shear, Harvey	Journal Article	English		Basel	2017	Sustainability	2017		ProQuest Central
Cocoa Culture on São Tomé and Príncipe: The Rise and Fall of Cocoa on the Islands in the Nineteenth and Twentieth Centuries	Scholarly Journals		Kiesow, Sandra	Feature	English		Berkeley	Winter 2017	Agricultural History	2017		ProQuest Central
Human resource management in creative industries: the case of Brazilian animation studios/Gestão de pessoas na indústria criativa: o caso dos estúdios de animação brasileiros/Gestión de personas en la industria creativa: el caso de los estudios de animación brasileños	Scholarly Journals		Machado, Marta Corriá;Fischer, André Luiz	Feature	English		Rio de Janeiro	Jan-Mar 2017	Cadernos EBAPE.BR	2017		ProQuest Central
Factors affecting the success of women's entrepreneurship: a review of literature	Scholarly Journals	Department of Industrial Engineering, Universidad de Lima, Lima, Peru and Department of Industrial Engineering, Universidad Nacional Mayor de San Marcos, Lima, Peru , Department of Industrial Engineering, Universidad Nacional Mayor de San Marcos, Lima, Peru	Cabrera, Ezilda Maria;Mauricio, David	Journal Article	English		Bingley	2017	International Journal of Gender and Entrepreneurship	2017		ProQuest Central
THE GOVERNANCE OF LOCAL PRODUCTIVE ARRANGEMENTS (LPA) FOR THE STRATEGIC MANAGEMENT OF GEOGRAPHICAL INDICATIONS (GIS)	Scholarly Journals		Conejero, Marco Antonio;ALDARA DA SILVA CESAR	Journal Article	English		Sao Paulo	Jan/Mar 2017	Ambiente & Sociedade	2017	LPA , GI , Territorial Brand , Governance , Decision Process	ProQuest Central
The job content questionnaire in various occupational contexts: applying a latent class model	Scholarly Journals	Department of Physiotherapy, Federal University of Bahia (UFBA), Salvador, Bahia, Brazil , Department of Health, State University of Feira de Santana (Universidade Estadual de Feira de Santana: UEFS), Feira de Santana, Bahia, Brazil , Department of Preventive and Social Medicine, Universidade Federal da Bahia: UFBA, Salvador, Bahia, Brazil , Professor Emeritus, Department of Work	Kionna Oliveira Bernardes Santos;de Araújo, Tânia Maria;Fernando Martins Carvalho;Karasek, Robert	Journal Article	English		London	2017	BMJ Open	2017	questionnaires , work stress , statistical analysis	ProQuest Central



		Environment, University of Massachusetts, Lowell, USA; Professor Emeritus, Institute for Psychology, Copenhagen University, Denmark											
Agroecology, Public Policies and Labor-Driven Intensification: Alternative Development Trajectories in the Brazilian Semi-Arid Region	Scholarly Journals		Petersen, Paulo F.Silveira, Luciano M	Journal Article	English	Basel	2017	Sustainability	2017				ProQuest Central
OPEN MARKET AND FUNDAMENTAL SKILLS OF AN ENTREPRENEUR UNDER BRAZILIAN NEW MANAGERS' POINT OF VIEW	Scholarly Journals	ESPM - EAESP/FGV, ESPM - UNIP	Figueiredo, Cléber Da Costa;Kuaazuqi, Edmir	Feature	English	Arden	2017	International Journal of Entrepreneurship	2017				ProQuest Central
Building the local food movement in Chiapas, Mexico: rationales, benefits, and limitations	Scholarly Journals		Bellante, Laurel	Feature	English	Dordrecht	Mar 2017	Agriculture and Human Values	2017		Organic agriculture , Alternative food networks , Neoliberalism , Sustainability , Participatory guarantee systems		ProQuest Central
Adding value to Brazilian companies through corporate social responsibility	Scholarly Journals		Batista, Eduardo Soares;Reis, Alexandro;Bortolini, Filipe de Souza, Marcelo Alves;Borchardt, Miriam;Pereira, Giancarlo Medeiros	Journal Article	English	Bradford	2017	Management of Environmental Quality	2017				ProQuest Central
Predicting the Emergence of Community Psychology and Community Development in 91 Countries with Brief Case Studies of Chile and Ghana	Scholarly Journals	Department of Human and Organizational Development, Vanderbilt University, Nashville, TN, USA	Hanilito, Felicia;Perkins, Douglas D	Journal Article	English	Macon	Mar 2017	American Journal of Community Psychology	2017				ProQuest Central
Value allocation to stakeholder employees and its effect on the competitiveness of the banking sector	Scholarly Journals		Brandão, Isaac de Freitas;Diógenes, Andressa Silva Miranda;de Abreu, Mônica Cavalcanti Sá	Journal Article	English	São Paulo	Apr/Jun 2017	Revista Brasileira de Gestão de Negócios	2017				ProQuest Central
Organizational citizenship behaviors: a glimpse in the light of values and job satisfaction	Scholarly Journals	Federal University of Santa Maria, Department of Administrative Sciences, Santa Maria, Brazil, Federal University of Santa Maria, Department of Administrative Sciences, Santa Maria, Brazil	de Andrade, Tais;Costa, Vivian Flores;Estivalete, Vania de Fátima Barros;Lengler, Leticia	Journal Article	English	São Paulo	Apr/Jun 2017	Revista Brasileira de Gestão de Negócios	2017				ProQuest Central
Business-Community Relationships for Extractive Industries: A Case Study in Peru	Scholarly Journals	Universidad ESAN, Universidad ESAN	Ventura, Jose;Jauregui, Kety	Journal Article	English	Rio de Janeiro	Apr/Jun 2017	Brazilian Administration Review	2017				ProQuest Central
Foreign Direct Investment and Environmental Degradation: Further Evidence from Brazil and Singapore	Scholarly Journals	Department of Home Economic and Ecology Harokopio University, Athens, Greece kostakis@hua.gr, Department of Economic and Regional Development Panteion University7, Athens, Greece siolos@panteion.gr, sarantolotos@gmail.com, Department of Home Economics and Ecology Harokopio University, Athens, Greece esardianou@hua.gr	Kostakis, Ioannis;Lolos, Sarantis;Sardianou, Eleni	Journal Article	English	Crailova	Spring 2017	Journal of Environmental Management & Tourism	2017				ProQuest Central
Innovation and productivity: empirical evidence for Brazilian industrial enterprises	Scholarly Journals		Carvalho, Luciana;de Avelar, Ana Paula Macedo	Journal Article	English	Sao Paulo	Apr/Jun 2017	Revista de Administração	2017		Inovação e produtividade: evidencias empiricas para empresas industriais brasileiras , Inovação y productividad: evidencias empiricas en empresas industriales en Brasil		ProQuest Central
DIGNITY PROMOTED OR VIOLATED: HOW DOES THE DEAF PERSON INCLUDED PERCEIVE IT?	Scholarly Journals	Master's Degree in Business Management from the Business Administration Program, DeVry Brasil - Faculdade Boa Viagem (FBV); Professor at the Department of Administration, DeVry Brasil - Faculdade em Imperatriz (Facimp), Av. Prudente de Moraes, s/n, Parque Sarthaci, Imperatriz - MA - Brasil - CEP 65900-000 E-mail: rosanarez22@gmail.com , PhD in Business Administration from the Business Administration Program, Universidade Presbiteriana Mackenzie (UPM), Professor at the Department of Business Administration, Universidade de Mogi das Cruzes (UMC), Av. Dr. Cândido Xavier de Almeida e Souza, 200, Centro Cívico, Mogi das Cruzes - SP - Brasil - CEP 08780-911 E-mail: michel.machado@umc.br , PhD in Education from the Department of Education, Federal University of Pernambuco (UFPE), Full Professor at the Department of Administration, Faculdade Boa Viagem and DeVry Brasil, Rua Jean Emile Favre, Imbiribeira, Recife - PE - Brasil - CEP 51200-060 E-mail: hajgati1@gmail.com , PhD in Public Administration from the Political Science Department, University of Georgia (UGA), Professor at the Department of Administration, Faculdade Boa Viagem and DeVry Brasil, Rua Jean Emile Favre, 422, Imbiribeira, Recife - PE - Brasil - CEP 51200-060 E-mail: thetalks@terra.com.br	Reis, Rosana Juçara De Souza;Machado, Michel Mott;Gati, Hajnalka Halász;Falk, James Anthony	Journal Article	English	São Paulo	May/Jun 2017	Revista de Administração Mackenzie	2017		DIGNIDADE PROMOVIDA OU VIOLADA: COMO A PESSOA SURDA INCLUIDA A PERCEBE?, DIGNIDAD PROMOVIDA O VIOLADA: ¿CÓMO LO PERCIIBE LA PERSONA SORDA?		ProQuest Central
Effects of Organizational Values on Quality of Work Life	Scholarly Journals		de Campos, Maria Isabel;Marín Rueda, Fabián Javier	Journal Article	English	São Paulo	May/Aug 2017	Paideia	2017		regresión estadística , conducta organizacional , condiciones de trabajo , regresión estadística , comportamiento organizacional , condições de trabalho , statistical regression , organizational behavior , working conditions		ProQuest Central
The Community University Experience: Shift the Power or Share the Power?	Scholarly Journals	Public Interest Management Group	Hopstein, Graciela, PhD	Journal Article	English	Grand Rapids	2017	The Foundation Review	2017				ProQuest Central



ECONOMIC DEVELOPMENT AND E-COMMERCE IN LIBYA	Conference Papers & Proceedings	John Naisibit University, Goca Delceva BA 11000, Belgrade Almadani_2022@yahoo.com	Almadani, Alseddig	Journal Article	English	Varazdin	May 19/May 19, 2017	Economic and Social Development: Book of Proceedings	2017	ProQuest Central	
Developing a Collaborative Qualitative Research Project across Borders: Issues and Dilemmas	Scholarly Journals	University of Texas at San Antonio, USA, Universidad de Guanajuato, Mexico	Sayer, Peter; Crawford, Troy	Journal Article	English	Fort Lauderdale	Jun 2017	The Qualitative Report	2017	ProQuest Central	
Weak levels of social capital as one of the causes of the fall of Mexican cacao production	Scholarly Journals	Czech University of Life Sciences Prague, Faculty of Tropical Agri Sciences, Kamýcká 129, 165 21, Prague 6, Czech Republic, Czech University of Life Sciences Prague, Faculty of Tropical Agri Sciences, Kamýcká 129, 165 21, Prague 6, Czech Republic, Czech University of Life Sciences Prague, Faculty of Tropical Agri Sciences, Kamýcká 129, 165 21, Prague 6, Czech Republic, Chapingo Autonomous University, Economics-Management Science Division, Km. 38.5 Carretera México- Texcoco, Chapingo, Texcoco, Estado de México, C.P 56230, México, Chapingo Autonomous University, Economics-Management Science Division, Km. 38.5 Carretera México- Texcoco, Chapingo, Texcoco, Estado de México, C.P 56230, México	Hes, Tomás; Sulaiman, Haiyan; Mintah, Samuel; Arieta, José; Samuel Banda Bc, Billy; José Ramirez Esquivel; Saldaña, Tomás; Martínez; Hernández, Jaime Antonio Ruiz	Journal Article	English	Al-Ain	Jun 2017	Emirates Journal of Food and Agriculture	2017	ProQuest Central	
CONTEMPORARY SLAVERY IN BRAZIL: WHAT HAVE COMPANIES (NOT) DONE TO PREVENT IT?	Scholarly Journals	Universidade de São Paulo (USP), São Paulo - SP, Brazil, Centro Universitário FEI, São Paulo - SP, Brazil, Escola Superior de Propaganda e Marketing (ESPM), São Paulo - SP, Brazil	Parente, Tobias Coutinho; Lucas, Angela; Christina; Cordeiro, Rafaela Almeida	Journal Article	English	São Paulo	Jul/Aug 2017	Revista de Administração Mackenzie	2017	ProQuest Central	
Strategic Planning and Scenario Planning in Public Institutions: The Case Study of Pacific Alliance	Scholarly Journals	Professor, Academic Department of Management, University del Pacifico, Jesús María, Peru - 15072, Research Assistant, Academic Department of Management, University del Pacifico, Jesús María, Peru - 15072	Azalia, Juan Carlos Ladines; Stein, William Castillo	Journal Article	English	New Delhi	Jul-Sep 2017	FIB Business Review	2017	ProQuest Central	
Revisiting the 'cornerstone of Amazonian conservation': a socioecological assessment of Brazil nut exploitation	Scholarly Journals	Center for International Forestry Research, Lima, Peru, Center for International Forestry Research, Lima, Peru, Center for International Forestry Research, Bogor, Indonesia, Forest Ecology and Forest Management, Wageningen University, Wageningen, The Netherlands	Guariguata, Manuel R.; Cronkleton, Peter; Duchelle, Amy E.; Zuidema, Pieter A	Journal Article	English	Dordrecht	Aug 2017	Biodiversity & Conservation	2017	Amazonia, Deforestation, Forest conservation, Tropical forest, Local livelihoods, Non-timber forest products	ProQuest Central
COLLECTIVE COMPETENCIES AND STRATEGIC PEOPLE MANAGEMENT: A STUDY CARRIED OUT IN FEDERAL PUBLIC ORGANIZATIONS	Scholarly Journals	Fundação Getúlio Vargas (FGV), Rio de Janeiro - RJ, Brazil, Universidade Federal Fluminense (UFF), Niterói - RJ, Brazil, Universidade Estadual de Sá, Rio de Janeiro - RJ, Brazil	Avelino, Kelly Weires Rodrigues Soares; Salles, Denise Medeiros Ribeiro; Da Costa, Isabel De Sá Afonso	Journal Article	English	São Paulo	Sep/Oct 2017	Revista de Administração Mackenzie	2017	ProQuest Central	
ENVIRONMENTAL SUSTAINABILITY AND SUSTAINABLE CONSUMPTION: THE PERCEPTION OF BABY BOOMERS, GENERATION X AND Y IN BRAZIL	Scholarly Journals	Doutora em Administração Universidade Potiguar Natal - Rio Grande do Norte - Brasil eiliassevero2@hotmail.com, Doutor em Administração Universidade Federal de Pelotas - UFPEL Pelotas - Rio Grande do Sul - Brasil julioelguimaraes@yahoo.com.br, Doutora em Educação Universidade Potiguar Natal - Rio Grande do Norte - Brasil lydiampbrito@yahoo.com.br, Doutorando em Ciências da Comunicação Universidade do Minho - UMINHO Braga - Portugal mateusluisand@gmail.com	Severo, Eliana Andrea; de Guimarães, Júlio Cesar Ferro Brito, Lydia Maria Pinto; Dellarmelin, Mateus Luan	Journal Article	English	São Paulo	Sep-Dec 2017	Revista de Gestão Social e Ambiental	2017	SUSTENTABILIDADE AMBIENTAL E CONSUMO SUSTENTÁVEL: PERCEPÇÃO DE BEBES, GERAÇÃO X E Y NO BRASIL	ProQuest Central
Contribution of local peasant innovations to the re-configuration of endogenous rural development	Scholarly Journals		Álvaro Acevedo Osorio; Alvaro Rivas Guzmán	Journal Article	English	Bogota	2017	Agronomía Colombiana	2017	productive innovation, re-peasantization, Cachaco plantain, peasant agriculture, indigenous agriculture, innovación productiva, re-campesinización, plátano Cachaco, agricultura campesina, agricultura indígena	ProQuest Central
SPIRITUAL LEADERSHIP AND ORGANIZATIONAL KNOWLEDGE PROCESSES: NEW RELATIONS IN THE FIELD OF KNOWLEDGE MANAGEMENT	Scholarly Journals	teaches in the School of Administrative and Accounting Sciences at the Adventist University of Colombia	Soto, Lorena Martinez	Journal Article	English	Berrien Springs	Fall 2017	The Journal of Applied Christian Leadership	2017	ProQuest Central	
Small and Mid-Sized Farmer Irrigation Adoption in the Context of Public Provision of Hydric Infrastructure in Latin America and Caribbean	Scholarly Journals	Escuela Superior Politécnica del Litoral (ESPOL), Facultad de Ciencias Sociales y Humanísticas, Guayaquil, Ecuador, Department of Agricultural Economics, Faculty of Bioscience Engineering, Ghent University, Ghent, Belgium, ESPOL, Centro de Investigaciones Rurales, Guayaquil, Ecuador, School of Computer Science, Institute for Software Research, Carnegie Mellon University, Pittsburgh, PA, USA, ESPOL, Centro de Investigaciones Económicas, Guayaquil, Ecuador, Escuela Superior Politécnica del Litoral (ESPOL), Facultad de Ciencias Sociales y Humanísticas, Guayaquil, Ecuador	Villa-cox, Gonzalo; Herrera, Paul; Villa-cox, Ramón; Merino-galbor, Elvia	Journal Article	English	Dordrecht	Nov 2017	Water Resources Management	2017	Irrigation adoption, Rural credit and development, Recursive bivariate Probit, Endogenous linear probability model	ProQuest Central
Work Ability of Recyclers: A Study with Workers of Small-sized Cities in Brazil	Scholarly Journals		Inacio, Elisabete de Lourdes Baleiro Teixeira; Hermosilla, José Luis Garcia; Achcar, Jorge Alberto da Silva, Ethel Cristina Chiari	Journal Article	English	Grahamstown	Dec 2017	Ergonomics SA	2017	ProQuest Central	
Looking at the Southern Cone: American Trade Unionism in the Cold War Military Dictatorships of Brazil and Argentina	Scholarly Journals		Correa, Larissa Rosa	Journal Article	English	Cambridge	Dec 2017	International Review of Social History	2017	ProQuest Central	
Breeding Differently: Participatory Selection and Scaling Up Innovations in Colombia	Scholarly Journals	Universidad Nacional de Colombia, sede Bogotá, Facultad de Agrícolas Sciences, Bogotá, Colombia, Universidad Nacional de Colombia, sede Bogotá, Facultad de Medicina, Bogotá, Colombia, Universidad Nacional de Colombia, sede Bogotá, Facultad de Agrícolas Sciences, Bogotá, Colombia, Universidad	Teresa Mosquera Vásquez; Sara Del Castillo; David Cuéllar Gálvez; Rodríguez, Luis Ernesto	Journal Article	English	Dordrecht	Dec 2017	Potato Research	2017	High-quality potato seeds, Innovating in sustainable and nutrition-sensitive agriculture, Participatory	ProQuest Central



		Nacional de Colombia, sede Bogotá, Faculty of Agricultural Sciences, Bogotá, Colombia								research , Social innovations		
Examining the role of cynicism in the relationships between burnout and employee behavior	Scholarly Journals		Bang, Hyejin;Reio, Thomas G	Journal Article	English		Madrid	Dec 2017	Revista de Psicología del Trabajo y de las Organizaciones	2017	Emotional exhaustion , Cynicism , Professional efficacy , Job performance , Prosocial behavior , Agotamiento emocional , Cinismo , Eficacia profesional , Desempeño laboral , Comportamiento prosocial	ProQuest Central
Employees' recognition of corporate sustainability: a case study	Scholarly Journals		Silvana;Chaves, Cristina;Branco, Manuel Castelo	Journal Article	English		Bradford	2018	Corporate Governance	2018		ProQuest Central
Organizational Studies in Latin America: A Literature Review (2000-2014)	Scholarly Journals		González-Miranda, Diego René;Ocampo-Salazar, Carmen Alejandra;Gentilin, Mariano	Journal Article	English	ESTUDIOS ORGANIZACIONALES EN AMÉRICA LATINA. UNA REVISIÓN DE LITERATURA (2000-2014)	Bogota	2018	Innovar	2018	Administrative theory , organizational theory , organizational studies , organizations , Latin America , teoría administrativa , teoría de la organización , estudios organizacionales , organizaciones , Latinoamérica , América Latina , estudios organizacionales , organizações , teoria organizacional	ProQuest Central
Agricultural innovation and inclusive value-chain development: a review	Scholarly Journals	Latin America Regional Office, International Potato Center, Lima, Peru , World Bank, Washington, District of Columbia, USA, International Centre for Research in AgroForestry, Lima, Peru	Devaux, Andre;Torero, Maximo;Donovan, Jason;Horton, Douglas	Journal Article	English		Bingley	2018	Journal of Agribusiness in Developing and Emerging Economies	2018		ProQuest Central
Ambition meets reality: lessons from the taro boom in Nicaragua	Scholarly Journals	International Centre for Research in AgroForestry, Lima, Peru , SOAS, London, UK , Consultant, Managua, Nicaragua , Consultant, Matagalpa, Nicaragua	Donovan, Jason;Poole, Nigel;Poe, Keith;Herrera-Arauz, Ingrid	Journal Article	English		Bingley	2018	Journal of Agribusiness in Developing and Emerging Economies	2018		ProQuest Central
Territorial Governance and Social Innovation: The Cases of San Pedro Capula's Artisanal Cheese and the Rice (Oryza Sativa) of Morelos, Mexico	Scholarly Journals		Jessica Mariela Tolentino Martinez;Maria del Carmen del;Rivera, Valle	Journal Article	English		Basel	2018	Agriculture	2018		ProQuest Central
Bibliometric analysis of indexed research on corporate social responsibility in Latin America (2000-2017)	Scholarly Journals	Uninandes School of Management, Bogotá, Colombia , IESA, Caracas, Venezuela , IESA, Caracas, Venezuela , Universidad Católica Andrés Bello, Caracas, Venezuela	Jaén, María Helena;Auletta Nunzia;Bruni, Celli Josefine;Pocaterra Melanie	Journal Article	English	Análisis bibliométrico de investigación indexada sobre responsabilidad social de las empresas en América Latina (2000-2017)	Bogotá	2018	Academia	2018		ProQuest Central
Investment strategies in the Latin American agri-business sub-sectors of agricultural commodities, biofuels and meat chains	Scholarly Journals	Strategic Support Adviser – FAO Regional Office for Latin America and the Caribbean, Santiago, Chile, Research Group in Banking and Finance, Center for Research in Economics and Finance CIEF, School of Economics and Finance, Universidad EAFIT, Medellín, Colombia , National Institute of Agricultural Development (INDAP), Ministry of Agriculture, Santiago, Chile , Division of Production, Productivity and Management, Unit of Agricultural Development, United Nations ECLAC, Santiago, Chile	Saravia-Matus Silvia;Saravia Matus Jimmy;Somotay Octavio;Rodriguez, Adrian	Journal Article	English		Bingley	2018	Journal of Agribusiness in Developing and Emerging Economies	2018		ProQuest Central
When Hunger meets Diplomacy: Food Security in Brazilian Foreign Policy	Scholarly Journals		Natalia Bandeira Ramos Coelho;Cristina Yumie Aoki Inoue	Journal Article	English		Brasilia	2018	Meridiano 47	2018	Food Security , Brazilian Foreign Policy , Diplomacy	ProQuest Central
Interprofessional team member's satisfaction: a mixed methods study of a Chilean hospital	Scholarly Journals		Espinoza, Pilar;Peduzzi, Marina;Agrelli, Heloisa F.;Sulthofand, Melissa A	Journal Article	English		London	2018	Human Resources for Health	2018		ProQuest Central
Labor Productivity in Emerging Markets: Evidence From Brazil, China, India, And Russia (BRIC)	Scholarly Journals		Young-Hee, Kang;Na, Kyunga;Kim, Yang Sok	Journal Article	English		Laramie	2018	Journal of Applied Business Research	2018	Labor Productivity , BRIC countries , Informality , Bribery , External Audit	ProQuest Central
Geoeconomic Uses of Global Warming: The "Green" Technological Revolution and the Role of the Semi-Periphery	Scholarly Journals	Universidad Nacional de San Martín dhurtado@unsam.edu.ar , Universidad Nacional de San Martín	Hurtado, Diego;Souza, Pablo	Journal Article	English		Pittsburgh	2018	Journal of World - Systems Research	2018		ProQuest Central
Minor psychiatric disorders in nursing: prevalence and associated factors	Scholarly Journals	Universidade Estadual de Londrina, Londrina, Paraná, Brazil , Universidade Estadual de Londrina, Londrina, Paraná, Brazil , Universidade Estadual de Londrina, Londrina, Paraná, Brazil , Universidade Estadual de Londrina, Londrina, Paraná, Brazil , Universidade Federal do Paraná, Curitiba, Paraná, Brazil	Pinhatt, Evelin Daiane Gabriel;Ribeiro, Renata Perfeito;Soares, Marcos Hirata;Martins, Júlia Trevisan;Lacerda, Maria Ribeiro	Journal Article	English	Distúrbios psíquicos menores na enfermagem: prevalência e fatores associados , Distúrbios psíquicos menores en la enfermería: la prevalencia y los factores asociados	Brasilia	2018	Revista Brasileira de Enfermagem	2018		ProQuest Central
THE MEANING OF WORK, ORGANIZATIONAL SOCIALIZATION AND WORK CONTEXT: THE PERSPECTIVE OF MIGRANT WORKERS	Scholarly Journals	Faculdade e Escola (FAT), Estação, RS, Brazil , Faculdade Meridional de Passo Fundo (IMED), Passo Fundo, RS, Brazil	Comin, Lidiene Cássia;Pauli, Jandir	Journal Article	English	SENTIDOS DO TRABALHO, SOCIALIZAÇÃO ORGANIZACIONAL E CONTEXTO LABORAL: A PERSPECTIVA DOS TRABALHADORES MIGRANTES	São Paulo	2018	Revista de Administração Mackenzie	2018		ProQuest Central
BETWEEN JUGGLING, STUNTS, AND ANTICS: THE MEANING OF WORK FOR CIRCUS ARTISTS	Scholarly Journals	Universidade Federal do Ceará (UFC), Fortaleza, CE, Brazil , Universidade Federal do Ceará (UFC), Fortaleza, CE, Brazil , Universidade Federal do Ceará (UFC), Fortaleza, CE, Brazil , Universidade Federal do Ceará (UFC), Fortaleza, CE, Brazil	Medeiros, Angela Maria De L;De Lima, Tereza Cristina B;Paiva, Luis Eduardo B;Araújo, Rafaela De A	Journal Article	English	ENTRE MALABARES, ACROBACIAS E PALHAÇADAS: O SENTIDO DO TRABALHO PARA ARTISTAS CIRCENSES	São Paulo	2018	Revista de Administração Mackenzie	2018		ProQuest Central



Nobody deserves this fate: the vicious cycle of low human development in Guinea-Bissau	Scholarly Journals	School of Economics, Administration and Accounting (FEA), University of São Paulo, São Paulo, Brazil, Department of Computer and Digital Systems Engineering, Polytechnic School, Universidade de São Paulo, São Paulo, Brazil, School of Economics, Administration and Accounting (FEA), University of São Paulo, São Paulo, Brazil, Department of Naval and Oceanic Engineering, Polytechnic School, University of São Paulo, São Paulo, Brazil, Department of Computer Engineering, Automation and Management, Università degli Studi di Roma La Sapienza, Rome, Italy and System Dynamics Italian Chapter - SYDIC, Rome, Italy	Só, Bassiro;Eduardo Ferreira Franco;Hamilton Coimbra Carvalho;Joaquim Rocha dos Santos;Armenia, Stefano	Journal Article	English	London	2018	Kybernetes	2018	System Dynamics , Economic development , Human development , Complex problems , Guinea-Bissau	ProQuest Central
Future risk of dengue fever to workforce and industry through global supply chain	Scholarly Journals	Japan Environmental Management Association for Industry (JEMAI), Tokyo, Chiyoda-ku, Japan	Nakano, Katsuyuki	Journal Article	English	Dordrecht	Mar 2018	Mitigation and Adaptation Strategies for Global Change	2018	Adaptation , Climate change , Dengue fever , Infectious disease , Input-output analysis , Labor risks , Life cycle assessment (LCA) , Productivity , Supply chain , Trade	ProQuest Central
Birth of prominent scientists	Scholarly Journals	Department of Applied Economics, Universidade de Vigo, Vigo, Spain and Higher School of Economics-Perm - IuLab, National Research University Perm, Perm, Russian Federation	Leonardo Reyes Gonzalez;González Brambila, Claudia N.Veloso, Francisco	Journal Article	English	San Francisco	Mar 2018	PLoS One	2018	Scientists , Citation analysis , Careers , Careers in research , Mexico , Personality , Regression analysis , Physicists	ProQuest Central
Location and competitiveness in subsistence small businesses	Scholarly Journals	CREA - Centro di politiche di bioeconomia, Via di Corticella, 133 Bologna, Italy; E-mail: mvalentina.lasorelMa@crea.gov.it , Corresponding author, University of Palermo, Palermo, Italy European Parliament, Rue Wiertz, 60 Bruxelles, Belgium; E-mail: dario.siggia@unipa.it	Jardon, Carlos M	Journal Article	English	Bingley	2018	Competitiveness Review	2018		ProQuest Central
Sustainable Solutions to Food Insecurity: Europe and Emerging Markets: Acces la Success Acces la Success	Scholarly Journals	Católica Porto Business School, Universidade Católica Portuguesa, Porto, Portugal, Business Research Unit, ISCTE – Instituto Universitário de Lisboa, Lisbon, Portugal, Universidade de Aveiro, Aveiro, Portugal , Department of Psychology, Universidade Federal do Ceará, Fortaleza, Brazil , Universidade Positivo, Curitiba, Brazil , Nova School of Business and Economics, Universidade Nova de Lisboa, Lisbon, Portugal , Católica Porto Business School, Universidade Católica Portuguesa, Porto, Portugal	Lasorella, Maria Valentina;Siggia, Dario	Journal Article	English	Bucharest	Apr 2018	Callitaea	2018		ProQuest Central
Brazilian managers' ageism: a multiplex perspective	Scholarly Journals	Universidade Católica Portuguesa, Porto, Portugal, Business Research Unit, ISCTE – Instituto Universitário de Lisboa, Lisbon, Portugal, Universidade de Aveiro, Aveiro, Portugal , Department of Psychology, Universidade Federal do Ceará, Fortaleza, Brazil , Universidade Positivo, Curitiba, Brazil , Nova School of Business and Economics, Universidade Nova de Lisboa, Lisbon, Portugal , Católica Porto Business School, Universidade Católica Portuguesa, Porto, Portugal	Rego Arménio;Vitória Andreia;Tupinambá António;Junior Dalcio Reis;Reis Dalcio;Cunha Miguel Pena e;Lourenço-Gil, Rui	Journal Article	English	Bradford	2018	International Journal of Manpower	2018		ProQuest Central
RELATION BETWEEN INNOVATION AND SUSTAINABILITY IN THE AGRO-FOOD SYSTEM: UFS UFS	Scholarly Journals	Centre for Development Research (CDR), University of Natural Resources and Life Sciences (BOKU), Borkowekgasse 5, 1190 Vienna, Austria	El Bilal, H	Journal Article	English	Pinerolo	2018	Italian Journal of Food Science	2018		ProQuest Central
Shared brands and sustainable competitive advantage in the Brazilian wine sector	Scholarly Journals	Universidade de São Paulo, Ribeirão Preto, Brazil , Department of Administration, Universidade de São Paulo, Ribeirão Preto, Brazil	Virginia Aparecida Castro;Janaína de Moura Engenraça Giraldi	Journal Article	English	Parrington	2018	International Journal of Wine Business Research	2018		ProQuest Central
RESPONSIVENESS AND VALUE CHAIN IN SUGAR-ETHANOL PRODUCTION	Scholarly Journals	Universidade Federal da Grande Dourados, Brazil E-mail: edsonclaudino@ufgd.edu.br , Universidade Paulista, Brazil E-mail: joao.reis@docente.unip.br , Universidade Paulista, Brazil E-mail: pedroluiz@ploon.com , Universidade Federal da Grande Dourados, Brazil E-mail: antoniolopes@ufgd.edu.br , Instituto Federal de São Paulo, Campus Suzano, Brazil E-mail: sivateixeira@yahoo.com.br	Claudio, Edison Sotolani;dos Reis, João Gilberto Mendes;Neto, Pedro Luiz de Oliveira Costa;Lopes, Antônio Carlos Vaz;Machado, Sivanilza Teixeira	Journal Article	English	Sao Paulo	Apr-Jun 2018	Independent Journal of Management & Production	2018		ProQuest Central
The diffusion of sustainable family farming practices in Colombia: an emerging sociotechnical niche?	Scholarly Journals	Wuppertal Institute for Climate, Environment and Energy, Wuppertal, Germany; Leuphana University Lüneburg, Lüneburg, Germany , Leuphana University Lüneburg, Lüneburg, Germany , Corporación Universitaria Minuto De Dios- Minuto, Bogotá, Colombia	Ortiz, Willington;Vilsmaier, Ulri;Álvaro Acevedo Osorio	Journal Article	English	Dordrecht	May 2018	Sustainability Science	2018	Family farming , Agroecology , Sustainability transition , Sociotechnical niches , Case-based mutual learning , Colombia	ProQuest Central
WORKPLACE ACCIDENTS IN BRAZIL: ANALYSIS OF PHYSICAL AND PSYCHOSOCIAL STRESS AND HEALTH-RELATED FACTORS	Scholarly Journals	Universidade Estadual de Montes Claros (Unimontes), Montes Claros, MG, Brazil , Universidade Estadual de Montes Claros (Unimontes), Montes Claros, MG, Brazil , Fundação Cultural Dr. Pedro Leopoldo, Pedro Leopoldo (FPL), MG, Brazil , Universidade Estadual de Montes Claros (Unimontes), Montes Claros, MG, Brazil	Soares, Simary M.;Gelmini, Simone;Brandão, Sílvinia S S;Silva, June M C	Journal Article	English	São Paulo	May/Jun 2018	Revista de Administração Mackenzie	2018		ProQuest Central
The paradoxes of informalizing street trade in the Latin American city	Scholarly Journals	Department of Sociology and Anthropology, University of Nebraska at Omaha, Omaha, Nebraska, USA	Linares Lissette Aliaga	Journal Article	English	Bingley	2018	The International Journal of Sociology and Social Policy	2018		ProQuest Central
Cultural Niche Construction and Remote Sensing of Ancient Anthropogenic Environmental Change in the North Coast of Peru	Scholarly Journals	Department of Anthropology, University of Arkansas–Fayetteville, Fayetteville, AR, USA	Vining, Benjamin R	Journal Article	English	New York	Jun 2018	Journal of Archaeological Method and Theory	2018	Remote sensing archaeology , Cultural niche construction theory , Anthropogenic change , Peru	ProQuest Central
Describing water intake in six countries: results of Liq.In<sup>g&t;7</sup>sup> surveys, 2015–2018	Scholarly Journals	Children's Hospital Oakland Research Institute, Oakland, CA, USA, San Francisco, USA , Department of Nutritional Sciences, University of Vienna, Vienna, Austria	Stooley, Jodi D.;König, Jürgen	Editorial	English	Heidelberg	Jun 2018	European Journal of Nutrition	2018		ProQuest Central
What's wrong with permaculture design courses? Brazilian lessons for agroecological movement-building in Canada	Scholarly Journals	School of Political Studies, Institute for Feminist and Gender Studies, Ottawa, ON, Canada , Political Science, School of Political Studies, University of Ottawa, Ottawa, ON, Canada	Massicotte, Marie-Josée;Kelly-Bisson, Christopher	Journal Article	English	Dordrecht	Jun 2018	Agriculture and Human Values	2018	Permaculture , MST , Agroecology , Emancipatory pedagogy , Peasant movements , Gramsci	ProQuest Central



Distinctive Innovation Capabilities of Argentine Software Companies with High Innovation Results and Impacts	Scholarly Journals		Camio, María Isabel; María del Carmen Romero; Álvarez, María Belén; Rébora, Alfredo José	Journal Article	English		Basel	Jun 2018	Administrative Sciences	2018	innovation , capabilities , software , results , impacts	ProQuest Central
Effects of corporate sustainability practices on performance: the case of the MENA region	Scholarly Journals	Lebanese American University, Beirut, Lebanon , Lebanese American University, Beirut, Lebanon	El-Khalil, Raed; Abdul-Nasser, El-Kassar	Journal Article	English		Bradford	2018	Benchmarking	2018		ProQuest Central
Lean supply chain practices: an exploratory study on their relationship	Scholarly Journals	Department of Production and Systems Engineering, Universidade Federal de Santa Catarina, Florianópolis, Brazil , Department of Production and Systems Engineering, Universidade Federal de Santa Catarina, Florianópolis, Brazil , Department of Industrial and Systems Engineering, Universidade Federal de Santa Catarina, Florianópolis, Brazil . Faculty of Engineering, Architecture and Design, Universidad Autónoma de Baja California, Ensenada, Mexico	Tortorella, Guilherme; Giglio, Ricardo; Diego Castro Fettermann; Tiapa, Diego	Journal Article	English		Ponte Vedra Beach	2018	International Journal of Logistics Management	2018		ProQuest Central
THE ROLE OF PERCEIVED ORGANIZATIONAL SUPPORT IN JOB INSECURITY AND PERFORMANCE	Scholarly Journals	Universidad de Santiago de Chile, Facultad de Administración y Economía, Santiago, Chile . Universidade de Lisboa, Faculdade de Psicologia, Lisboa, Portugal . Universidad de Santiago de Chile, Facultad Tecnológica, Santiago, Chile	Bohle, Sergio Andrés López; Chambel, María José; Medina, Felipe Muñoz; Da Cunha, Bruno Silva	Journal Article	English	Papel da percepção do suporte organizacional na insegurança e desempenho no trabalho , El rol de la percepción de apoyo organizacional en la inseguridad laboral y el desempeño	São Paulo	Jul/Aug 2018	Revista de Administração de Empresas	2018		ProQuest Central
Think Tanks, Business and Civil Society: The Ethics of Promoting Pro-corporate Ideologies: JBE JBE	Scholarly Journals	Administração Geral e Recursos Humanos, Escola de Administração de Empresas de São Paulo, São Paulo, Brazil , Department of Management, Birmingham Business School, University of Birmingham, Birmingham, UK	Barros, Amon; Taylor, Scott	Journal Article	English		Dordrecht	Aug 2018	Journal of Business Ethics	2018	Think tanks . Politics Business , Management , Hegemony , Ideology . Ethics , Grassns , Brazil	ProQuest Central
Sports ideology and formation of the individual: contributions from the Critical Theory of Sports	Scholarly Journals		Casco, Ricardo	Journal Article	English		Sao Paulo	Aug 2018	Psicologia USP	2018	teoria crítica do esporte , teoria crítica da sociedade , ideologia esportiva , formação do indivíduo , sport , Théorie Critique du Sport , thèorie critique de la société , formation de l'individu , Teoría Crítica del Deporte , teoría crítica de la sociedad , formación del individuo , sports , Critical Theory of Sports , critical theory of society , formation of the individual	ProQuest Central
The Influence of Socialization on Citizens of Mexico Working in the U.S. on an H-1B Visa: A Preliminary Investigation	Scholarly Journals	Southeast Missouri State University	Madlock, Paul E	Journal Article	English		West Palm Beach	Aug 2018	Journal of Organizational Psychology	2018		ProQuest Central
Green Production Planning and Control Model with ABC under Industry 4.0 for the Paper Industry	Scholarly Journals		Tsai, Wen-Hsien; Shang-Yu, Lai	Journal Article	English		Basel	Aug 2018	Sustainability	2018	activity-based costing (ABC) , industry 4.0 , integrated mathematical programming , product-mix decision , theory of constraints (TOC) , carbon tax	ProQuest Central
The Uneven Influence of Climate Trends and Agricultural Policies on Maize Production in the Yucatan Peninsula, Mexico	Scholarly Journals		Mardero, Sofia; Schmook, Brasil; Jorge Omar López-Martínez; Cicero, Lizette; Radel, Claudia; Christman, Zachary	Journal Article	English		Basel	Sep 2018	Land	2018	climate variability , smallholder agriculture , subsidies , precipitation , mixed methods , double exposure	ProQuest Central
Weaving governance narratives: discourses of climate change, cooperatives, and small-scale fisheries in Mexico	Scholarly Journals	Duke University Marine Laboratory, Beaufort, NC, USA , Duke University Marine Laboratory, Beaufort, NC, USA . Duke University Marine Laboratory, Beaufort, NC, USA	Alejandro García Lozano; Smith, Hillary; Basurto, Xavier	Journal Article	English		Heidelberg	Oct 2018	Maritime Studies	2018	Small-scale fisheries , Climate change , Discourse , Policy processes , Narrative analysis	ProQuest Central
Estresse, retaliação e percepção de injustiça nas organizações: proposição de modelo teórico integrativo	Scholarly Journals	UNIVERSIDADE FEDERAL DE MINAS GERAIS (UFMG) / CENTRO DE PÓS-GRADUAÇÃO E PESQUISA EM ADMINISTRAÇÃO, BELO HORIZONTE - MG, BRASIL, UNIVERSIDADE FEDERAL DE MINAS GERAIS (UFMG) / CENTRO DE PÓS-GRADUAÇÃO E PESQUISA EM ADMINISTRAÇÃO, BELO HORIZONTE - MG, BRASIL, UNIVERSIDADE SALVADOR (UNIFACS), SALVADOR - BA, BRASIL, CENTRO UNIVERSITÁRIO DE BELO HORIZONTE (UNIBH), BELO HORIZONTE - MG, BRASIL	Ferreira, Jesuina Maria Pereira; de Paiva, Kelly César Martins; Santos, Jair Nascimento; Dutra, Michelle Regina Santana	Journal Article	English, Portuguese	Stress, retaliation and perception of injustice in organizations: proposal for an integrative theoretical model . Estrés, represalia y percepción de injusticia en las organizaciones: propuesta de un modelo teórico integrador	Rio de Janeiro	Oct-Dec 2018	Cadernos EBAPE.BR	2018		ProQuest Central
STRUCTURAL MODEL TO ASSESS THE RELATIONSHIP OF MANUFACTURING PRACTICES TO DELIVERY TIME IN SUPPLY CHAINS	Scholarly Journals	Department of Industrial Engineering and Manufacturing, Autonomous University of Ciudad Juárez, Mexico , Economics and Business Department, University of La Rioja, Spain , Department of Industrial Engineering and Manufacturing, Autonomous University of Ciudad Juárez, Mexico	Avelar-Sosa, L.; Matavei, M.; García-Alcaraz, J L	Journal Article	English		Bedfordview	Dec 2018	South African Journal of Industrial Engineering	2018		ProQuest Central
WORK CENTRALITY, GOALS AND PROFESSIONAL FULFILLMENT: INTERSECTIONS BETWEEN WORK AND CAREER	Scholarly Journals	Universidade Federal de Uberlândia (UFU), Uberlândia, MG, Brazil, Universidade Federal de Uberlândia (UFU), Uberlândia, MG, Brazil	Moura, Aléxia O R; O Silva, Lijia C	Journal Article	English		São Paulo	2019	Revista de Administração Mackenzie	2019		ProQuest Central
Productivity of subjectivity and autonomy of nursing professionals in Pediatrics	Scholarly Journals	Universidade Federal de Pelotas, Nursing School, Pelotas, Rio Grande do Sul, Brazil , Universidade Federal do Rio Grande, Rio Grande, Rio Grande, Rio Grande, Rio Grande, Camila	Ribeiro, Juliane Portella; Gomes, Giovana Calcagno; Mota, Marina Soares; Silva, Camila	Journal Article	English	Produção de subjetividade e autonomia nos profissionais de enfermagem na Pediatria , Producción	Brasília	2019	Revista Brasileira de Enfermagem	2019		ProQuest Central



		Rio Grande do Sul, Brazil , Universidade Federal do Rio Grande. Rio Grande, Rio Grande do Sul, Brazil Universidade Federal de Pelotas, Nursing School, Pelotas, Rio Grande do Sul, Brazil	Daiane,Fuclou, Paulo Roberto Boeira, Junior			de subjetividad y autonomía en los profesionales de enfermería en la Pediatría						
Presenteismo in multiprofessional team workers in the Adult Intensive Care Unit	Scholarly Journals	Universidade de São Paulo, Ribeirão Preto, São Paulo, Brazil , Universidade de São Paulo, Ribeirão Preto College of Nursing, Ribeirão Preto, São Paulo, Brazil , Universidade de São Paulo, Ribeirão Preto College of Nursing, Ribeirão Preto, São Paulo, Brazil , Pontificia Universidade Católica de Minas Gerais, Poços de Caldas, Minas Gerais, Brazil , Escola Superior de Enfermagem de Coimbra, Coimbra, Portugal	Silva, Andressa Fernanda,Robazzi, Maria Lúcia do Carmo Cruz,Dalri, Rita de Cássida Marchi Barcellos,Silveira- Monteiro, Cristiane Aparecida,Mendes, Aida Maria Oliveira Cruz	Journal Article	English	Presenteismo em trabalhadores da equipe multiprofissional de Unidade de Terapia Intensiva Adulta , Presenteismo em trabalhadores del equipo multiprofesional de Unidad de Terapia Intensiva Adulta	Brasília	2019	Revista Brasileira de Enfermagem	2019		ProQuest Central
Technology Roadmapping Architecture Based on Knowledge Management: Case Study for Improved Indigenous Coffee Production from Guerrero, Mexico	Scholarly Journals		Contreras-Medina, D I,E Sánchez Osorio,Olivera Vargas, L A,Y Romero Romero	Journal Article	English		New York	2019	Journal of Sensors	2019		ProQuest Central
THE IMPACT OF WELL- BEING AT WORK AND PSYCHOLOGICAL CAPITAL OVER THE TURNOVER INTENTION: A STUDY OF TEACHERS	Scholarly Journals	Universidade Paulista (UNIP), Sao Paulo, SP Brazil , Universidade Federal de Sao Paulo (Unifesp), Santos, SP, Brazil	Filho, Angelo Polizzi,Claro, José A C S	Journal Article	English	O IMPACTO DE BEM-ESTAR NO TRABALHO E CAPITAL PSICOLÓGICO SOBRE INTENÇÃO DE ROTATIVIDADE: UM ESTUDO COM PROFESSORES	São Paulo	2019	Revista de Administração Mackenzie	2019		ProQuest Central
TRUMP, TRADE, AND TRABAJO: RENEGOTIATING NAFTA'S LABOR ACCORD IN A FRAUGHT POLITICAL CLIMATE	Scholarly Journals	Professor at Cornell University's School of Industrial and Labor Relations	Compa, Lance	Feature	English		Bloomington	Winter 2019	Indiana Journal of Global Legal Studies	2019		ProQuest Central
Comparison of Quality of Life and Work Ability of Taxi and Motorcycle Taxi Drivers: Evidence from Brazil	Scholarly Journals		Hugo Machado Sanchez,Eliane Gouveias de Moraes Sanchez,Maria Alves Barbosa,Porto, Celmo Celeno,Mario Silva,Approbato	Journal Article	English		Basel	Feb 2019	International Journal of Environmental Research and Public Health	2019	quality of life , work , occupation , transportation , health	ProQuest Central
Burnout Syndrome in Middle and Senior Management in the Industrial Manufacturing Sector of Mexico	Scholarly Journals		Macias-Velasquez, Sharon,Baez-Lopez, Yolanda,Maldonado- Macias, Aidé Aracely,Limon- Romero, Jorge,Tiapa, Diego	Journal Article	English		Basel	Feb 2019	International Journal of Environmental Research and Public Health	2019	burnout , construct validity MBI , industry	ProQuest Central
Unearthing Sedimentation Dynamics in Political CSR: The Case of Colombia: JBE	Scholarly Journals	School of Business and Economic Sciences, Universidad ICESI, Valle del Cauca, Colombia , emlyon Business School and OCE Research Center, Ecully, France	Acosta, Pilar,Mar Pérez	Journal Article	English		Dordrecht	Mar 2019	Journal of Business Ethics	2019	Political corporate social responsibility , Colombia , History of CSR , Sedimentation	ProQuest Central
STUDY OF TIMES AND MOVEMENTS IN THE SERVICE SECTOR: AN ANALYSIS IN A BEAUTY SALON	Scholarly Journals	Federal Rural University of the Semi- Arid, Mossoró/RN, Brazil , Federal Rural University of the Semi-Arid, Mossoró/RN, Brazil , Federal Rural University of the Semi-Arid, Mossoró/RN, Brazil , Federal University of Paraíba, Bananeiras/PB, Brazil	Nunes, Jéssica Danielle de Carvalho,Correia, Ana Maria Magalhães,Sampalo, Priscila Gonçalves Vasconcelos,de Oliveira, Alexandre Henrique Soares,da Silva, Armstrong Martins	Journal Article	English		Sao Paulo	Mar/Apr 2019	Independent Journal of Management & Production	2019		ProQuest Central
Coffee Production and Women's Empowerment in Colombia	Scholarly Journals	Professor at the Interdisciplinary Center for Development Studies at Universidad de Los Andes , researcher with Agrosavia-Corporation Colombiana de Investigación Agropecuaria , Professor in the Escuela de Estudios Superiores (ENES), Campus Morelia, Universidad Nacional Autónoma de México	Pineda, Javier A, Priero, Maricel,Ramírez, Anayatzin	Journal Article	English		Oklahoma City	Spring 2019	Human Organization	2019		ProQuest Central
Environmental, Social and Governance (ESG) Scores and Financial Performance of Multinationals: Moderating Effects of Geographic International Diversification and Financial Slack: JBE	Scholarly Journals	Faculty of Business and Marketing Studies, Institución Universitaria Esumer, Medellín, Colombia , Management Department II, University of Granada, Granada, Spain	Duque-Grisales, Eduardo,Aguilera- Caracuel, Javier	Journal Article	English		Dordrecht	May 2019	Journal of Business Ethics	2019	Environmental, social and governance dimensions , ESG performance , ESG score , Financial performance , Geographic international diversification , Financial slack , Emerging market multinationals , Multinationals , M14 , F23	ProQuest Central



CAPÍTULO IV. CONCLUSIONES

Conclusiones

La revisión de la literatura científica realizada nos permite mantener un enfoque más claro de la relación tan cercana que existe entre el clima organizacional y la optimización de resultados, en base a las funciones de los colaboradores de diferentes empresas a nivel nacional.

En la actualidad, las empresas en general tienen que tomar en consideración a los métodos modernos de trabajo, en base a la mejora de las condiciones del capital humano. De esta manera se evidencia de que las mejoras económicas y de resultados proyectados se pueden ver favorecidas por las decisiones que pueda tomar una compañía, manteniendo el concepto de buen clima organizacional. Además, se pueden encontrar resultados adicionales, tales como una mayor facilidad para encontrar las dificultades que podría tener una empresa, para el desarrollo de sus funciones. Permitiendo un ambiente de trabajo mejor articulado y creando un estado de mayor competitividad entre los trabajadores y líderes de cada compañía; debido a la mejora de resultados y de situación emocional de cada participante.

Finalmente, cabe mencionar que, trabajando en torno al capital humano se puede afinar el control de ausencias y faltas injustificadas, por medio de un personal más comprometido con la compañía, los cuales desempeñen sus trabajos con una mejor calidad y excelencia; lo cual también conlleva a la mejora de la imagen institucional.



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