

**SALARY ASPECTS AND SOCIAL BENEFITS OF A GROUP OF  
COLLABORATORS FROM HIGHER EDUCATION INSTITUTIONS (HEI)  
IN VILLAVICENCIO - COLOMBIA**

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**ABSTRACT:**

Higher Education Institutions (HEI) face situations that require their continuous improvement, with respect to the quality of their educational programs and having a suitable staff that takes them to these standards. In addition to the teachers, the rest of the HEI collaborators must have some minimum aspects that lead them to have motivation within the organization. This study has been carried out with the purpose of analyzing the salary and well-being aspects of HEI collaborators in Villavicencio-Colombia. This cross-sectional and descriptive research was conducted in 2019. A random group of 165 people contributed to the study. A questionnaire was used for data collection, which included personal, work, and organizational attributes, regarding wages and well-being. Data were collected over a two-month period, the Statistical Package for

Social Sciences (SPSS v25) was used, and descriptive statistical tests were used for the analysis. According to themand descriptive statistical tests were used for the analysis. According to the results, women predominate and a large number of collaborators are professionals, mostly with a postgraduate degree, very few perceive the application of the emotional salary. Training is the most applied social benefit, in the manager category men receive up to 2.8 times more salary than women and a positive relationship was found between salary and experience.

### SpecificationsTable

SubjectArea	Management and business
More specifics subject área	Salary aspects in the collaborators of Higher Education Institutions
Type of data	Tables
How data wasacquired	This cross-sectional and descriptive research has been carried out on collaborators from higher education institutions in Villavicencio in 2019
Data format	Raw, analyzed
Data sourcelocation	The data was obtained with the collaborators of the higher education institutions that are located in Villavicencio, Meta - Colombia.
Data accessibility	Data are included in this article

### Value of the data

The difference in wages between public and private institutions has been poorly documented. Compare other aspects related to gender equality, social benefits, experience, types of incentives[4].

By submitting this information, institutions will be able to analyze the competitiveness of their wages[2] and related aspects to improve the motivation of their collaborators [1].

Improve by organizations the implementation of social benefits and incentives[7].

The educational sector needs to have personnel that add value to the organization[6][5],so that its students generate integral development.

Impact of salary competitiveness on the growth of the organization, staff motivation reflected in quality[3][4].

## 1. Data

The self-contained Mp05c instrument has been prepared for three years, with previous studies and comments from managers, executives, and academics. It has significant points in some questions, regarding the use of what type of salary and social benefits aspects are being used in the development of higher education institutions[6]. (Type of incentives, increases, contract, experience, wages, social benefits compared between categories of sex, age, educational level). The results are shown in Table 1 to 7.

**Table 1 Personal Attributes of 165 collaborators who work in higher education institutions in Villavicencio-Meta, Colombia.**

Personal Attributes		Number	%
Age	18 to 25 years	24	14,5%
	26 to 35 years	54	32,7%
	36 to 45 years	60	36,4%
	46 to 60 years	26	15,8%
	61 years or older	1	0,6%
Gender equality	Women predominate	63	38,2%
	Men predominate	42	25,5%
	Equity	60	36,4%

**Table 2 Career attributes of 165 collaborators who work in higher education institutions in Villavicencio-Meta, Colombia.**

Career Attributes		Number	%
Type of contract	Undefined	72	43,7%
	Fixed Term	73	44,2%
	Labor or work	6	3,6%
	Contract of service	14	8,5%
Job category	Auxiliary	39	23,7%
	Assistant	24	14,5%
	Operational advisor	6	3,6%
	Supervisor	3	1,8%
	Coordinator	32	19,4%
	Professional	38	23,1%
	Head of area	16	9,7%
	Manager	7	1,2%
Education level	Primary	1	0,6%
	Bachelor	1	0,6%
	Technical Bachelor	2	1,2%
	Technical	27	16,4%

	Technological	14	8,5%
	College student	18	10,9%
	Professional	36	21,8%
	Specialist	32	19,4%
	Master's degree	33	20,0%
	Doctorate	1	0,6%

**Table 3 Organizations attributes of 165 collaborators who work in higher education institutions in Villavicencio-Meta, Colombia.**

Organizations Attributes		Number	%
Type of organization	Public	34	20,6%
	Nonprofit	100	60,6%
	Solidarity Economy	31	18,8%
Origin of the organization	Local	46	27,9%
	National	119	72,1%
Company size	Between 10 and 50 people	12	7,3%
	Between 51 and 200 people	30	18,2%
	More than 200 people	123	74,5%
Work days per week	2	4	2,4%
	3	2	1,2%
	4	2	1,2%
	5	55	33,3%
	6	102	61,9%
Emotional Salary	Does not apply	70	42,4%
	You don't know the concept	47	28,5%
	If apply	48	29,1

**Table 4 Social benefits applied to 165 collaborators who work in higher education institutions in Villavicencio-Meta, Colombia. (Minimum value 1 and Maximum Value 4)**

Social Benefit	Mean	Std. Deviation
Training	2,92	0,975
Job stability	2,86	0,968
Health promotion brigades	2,54	1,027
Rest by marriage or birth	2,52	1,314
Integration activities	2,48	1,051
Flexibility in schedules	2,45	1,079
Possibility of Promotion	2,33	0,989

Educational Aid	2,21	1,096
Recreation or sports times	1,95	0,952
Accident insurance	1,90	1,138
Support for lenses or frame	1,88	1,246
Life insurances	1,82	1,087
Economic bonds or Sodexo	1,37	0,767
Support for home purchase	1,32	0,765
Feeding aid	1,28	0,705
Odontology	1,28	0,704
Prepaid or complementary medicine	1,21	0,603
Babycare service	1,09	0,453

**Table 5 Average salary, experience by categories and gender equity of 165 collaborators who work in higher education institutions in Villavicencio-Meta, Colombia.**

Job category	Average salary in dollars*				Average months of Experience			
	n	Men	Gender Equality	Average	Women	Men	Gender Equality	Average
Auxiliary	381	272	311	350	16	8	12	14
Assistant	412	527	424	430	13	8	14	13
Operational advisor		268	362	331		12	12	12
Supervisor	757	457		557	12	11		11
Coordinator	921	805	896	869	25	27	28	27
Professional	828	891	977	904	22	25	32	27
Head of area	1415	1286	1237	1313	31	40	33	33
Manager	1285	3636	1153	1900	36	48	32	38

\* For the conversion of Colombian pesos to dollars, the average of the representative exchange rate of the TRM market in 2019 was used, Source: Superintendencia Financiera de Colombia ([www.superfinanciera.gov.co](http://www.superfinanciera.gov.co))

**Table 6 Gender that predominates by category in the 165 collaborators who work in higher education institutions in Villavicencio-Meta, Colombia**

Job category	Womenn umber (%)	Mennumber (%)		GenderEqualitynumber (%)		
Auxiliary	24	61,5%	4	10,3%	11	28,2%
Assistant	14	58,3%	3	12,5%	7	29,2%
Operationaladvisor		0,0%	2	33,3%	4	66,7%
Supervisor	1	33,3%	2	66,7%		0,0%
Coordinator	6	18,8%	11	34,4%	15	46,9%
Professional	10	26,3%	15	39,5%	13	34,2%
Head of area	6	37,5%	3	18,8%	7	43,8%
Manager	2	28,6%	2	28,6%	3	42,9%

**Table 7 Types of incentives applied by type of organization to 165 collaborators who work in higher education institutions in Villavicencio-Meta, Colombia.**

Incentive Types	Type organization of	Almost always and always number %		Never and sometimes number %	
Recognition	Solidarity Economy	12	7,3%	19	11,5%
	Public	8	4,8%	26	15,8%
	Nonprofit	39	23,6%	61	37,0%
Time	Solidarity Economy	26	15,8%	5	3,0%
	Public	10	6,1%	24	14,5%
	Nonprofit	37	22,4%	63	38,2%
Money	Solidarity Economy	3	1,8%	28	17,0%
	Public	4	2,4%	30	18,2%
	Nonprofit	16	9,7%	84	50,9%
Species	Solidarity Economy	7	4,2%	24	14,5%
	Public	4	2,4%	30	18,2%
	Nonprofit	18	10,9%	82	49,7%

**Table 8. Pearson correlation coefficient between the Salary and the Experience of the 165 collaborators who work in higher education institutions in Villavicencio-Meta, Colombia.**

Pearson correlation coefficient	Value
Between Salary and Experience	0,549

## 2. MATERIALS AND METHODS:

This research is cross-sectional and descriptive. He has acted on collaborators who work at the higher education institutions HEI in Villavicencio, Meta-Colombia in 2019. The statistical research population included people from all categories working in the HEI. The entrance requirements to the study were to be linked through the organization in at least having Iranian nationality and at least one year of work experience.

According to the data provided by each HEI, the sample size covered 9 percent of the population. This study was carried out under the observance of ethical standards and acceptance of informed consent by each collaborator who participated in the research. The Mp05c authorship instrument is a questionnaire with personal aspects such as age and gender that predominates in the position, labor aspects such as type of contract, category of position, educational level, experience, salary, types of incentives, application of emotional salary, experience and social benefits prepared by previous studies and comments from managers, executives and academics [7][8][3][5] [1]. The authors express their gratitude to all the collaborators of the IES who completed the questionnaire, to the students of the Llanos University who supported the collection of information, with the highest regards.

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### CONCLUSIONS:

Higher Education Institutions must be in search of suitable people, but for this it is necessary to provide a quality job, in this study we find that the majority (69.1%) of collaborators are adults (between 26 to 45 years), and the gender that most predominate in the different positions is women. The most used form of hiring is indefinite and fixed term (87.9%), with respect to the level of education that this group of collaborators have, 61.8% are professionals and of these, 66% have a postgraduate degree. The majority of the group of collaborators belongs to HEI with more than 200 people, works between 5 and 6 days per week and only 29.1% perceive that they apply emotional salary. In terms of benefits, it was found that training, job stability, health promotion brigades, rest due to marriage or birth and integration activities are the most applied to this group of collaborators.

In salary matters, it is observed that women receive a higher remuneration than men in operational and tactical levels, but in managerial matters, men have a higher salary, in the example of the Manager Category, men earn 2.8 times more than women. When observing that gender predominates by category, it is observed that at the operational level women predominate,

but at the tactical and direct level, gender equality predominates. According to the application of types of incentives, it was found that use is not significant, with recognition being the most applied (35.7%), and as a relevant aspect, a positive association was found between salary and experience.

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