

 	DESCRIPCIÓN BIBLIOGRÁFICA DEL TRABAJO FIN DE ESTUDIOS IKASKETEN AMAIERAKO LANARI BURUZKO BIBLIOGRAFIAREN DESKTRIBAPENA	PC 934 ANX1
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Campos OBLIGATORIOS / NAHITAEZ bete beharreko eremuak	
AÑO / URTEA (20xx): 2016	Trabajo Fin de Grado (TFG) / Gradu Amaierako Lana (GAL) <input checked="" type="checkbox"/> Trabajo Fin de Máster (TFM) / Master Amaierako Lana (MAL) <input type="checkbox"/>
Título del TFG/TFM / GAL/MALaren izenburua: Un análisis comparado europeo de las prácticas de las prácticas de organización del trabajo	
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Director / Zuzendaria: Martin Larraza Quintana	UPNA / NUP <input checked="" type="checkbox"/> Otro (Indicar) / Beste bat (Jarri) []
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Inglés Ingelesa	Abstract (Resumen de 100-250 palabras) / Abstract (Laburpena 100-250 hitzetan)
	<p>This research aims to study the relationship between the work organization and the workers' satisfaction in their jobs. The fact of assessing this relationship is essential since satisfaction has an effect on the employees' intensity to work and thus on their efficiency. Therefore, this has some important consequences for the companies.</p> <p>The enterprise must have a correct plan for every work post carried out by the employees. The characteristics, objectives and purposes of a work post have a big impact on the employee's work performance.</p> <p>Firstly, it will be shown a description regarding employment organization, different practices and its evolution over time, and it will end up with a brief description of new forms of work organization and the Information and Communication Technologies impact on them.</p> <p>Afterwards, the study will be focus on the analysis of the five dimensions of the Job Characteristics Model, designed by Hackman and Oldham, and the employees' satisfaction levels in Europe. Particularly, it will be compared the average data per country collected in the European Working Conditions Survey in Spain, Portugal, Ireland, Holland and Finland in 2010. The aim is to obtain an approximation of how these five dimensions of the job (Skill Variety, Task Identity, Task Significance, Autonomy and Feedback) can be related to the employees' work satisfaction in these countries. In order to analyze each dimension, a particular survey question has been selected. It is a limited approximation due to the comparison based on the average values per country.]</p>
	Materias o Palabras Clave (máximo 5) / Gaiak edo hitz gakoak (gehienez 5)
	Work organization, Worker's satisfaction, Employees, Europe, Job.]

Campos OPTATIVOS / AUKERAKO eremuak	
Castellano Gaztelania	Abstract (<i>Resumen de 100-250 palabras</i>) / Abstract (<i>Laburpena 100-250 hitzetan</i>)
	Materias o Palabras Clave (<i>máximo 5</i>) / Gaiak edo hitz gakoak (gehienez 5)
Euskera Euskara	Abstract (<i>Resumen de 100-250 palabras</i>) // Abstract (<i>Laburpena 100-250 hitzetan</i>)
	Materias o Palabras Clave (<i>máximo 5</i>) / Gaiak edo hitz gakoak (gehienez 5)
Otro Idioma Beste hizk. bat	Abstract (<i>Resumen de 100-250 palabras</i>) // Abstract (<i>Laburpena 100-250 hitzetan</i>)
	Materias o Palabras Clave (<i>máximo 5</i>) / Gaiak edo hitz gakoak (gehienez 5)