

Effect of the Quality of Aging at Work on Life Satisfaction of Adult Workers

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Theme: Promotion of health, well-being, and quality of life

Contribution to the field: This study contributes to nursing by providing an understanding of how working conditions and well-being in the working environment affect life satisfaction (LS) in the working class. By identifying factors that support healthy aging in the workplace, nursing professionals can design interventions and strategies to promote healthier working environments and improve aspects of mental and physical health. This can increase LS, reduce the incidence of stress-related illnesses, and facilitate a healthier and more fulfilling retirement.

Abstract

Introduction: Life satisfaction (LS) and the quality of aging at work (QAW) influence occupational well-being, especially in age-diverse environments. The applied design provides insight into key factors that affect occupational well-being in adults, providing relevant knowledge for nursing practice. **Objective:** The objective is to analyze the explanatory percentage of the QAW on LS in working adults. **Materials and Methods:** An exploratory correlational design was used. The sample size was determined using the G Power® program (164 participants). Inclusion criteria were age between 18 and 60 years, working in the formal or informal sector, and living in Mexico. A demographic profile, the LS Scale ($\alpha = 0.76$) and the QAW Questionnaire ($\alpha = 0.90$) were used. Descriptive and inferential statistics (Spearman and a simple linear regression model) were used for analysis. **Results:** The mean age was 35.46 years, and the mean number of years worked was 8.64. The majority were women (58.1 %) and education workers (31.7 %). A relationship was found between LS and quality of aging at work ($r = 0.636$, $p < 0.001$). Quality of aging at work explained 30 % of LS ($F = 69.322$, $R^2 = .30$, $p = .000$). **Conclusion:** The quality of aging at work influences LS, which provides useful data for developing occupational health policies and designing nursing interventions that promote a healthy environment and improve workers' well-being.

Keywords (Source: DeCS)

Life satisfaction; occupational health; quality of life; aging; occupational nursing.

4 Efecto de la calidad del envejecimiento laboral en la satisfacción con la vida de trabajadores adultos

Resumen

Introducción: la satisfacción con la vida y la calidad del envejecimiento en el trabajo influyen en el bienestar laboral, especialmente en entornos con diversidad etaria. El diseño aplicado permite comprender factores clave que afectan la salud ocupacional de los adultos, aportando conocimientos relevantes para la práctica de enfermería. **Objetivo:** analizar el porcentaje explicativo de la calidad de envejecimiento en el trabajo sobre la satisfacción con la vida en adultos trabajadores. **Material y métodos:** diseño correlacional-explicativo. El tamaño de la muestra se determinó con el programa G Power® (164 participantes). Los criterios de inclusión fueron: tener entre 18 y 60 años, trabajar en el sector formal o informal y residir en México. Se aplicó un perfil demográfico, la escala de satisfacción con la vida ($\alpha = 0,76$) y el cuestionario de calidad de envejecimiento en el trabajo ($\alpha = 0,90$). Se analizó con estadística descriptiva e inferencial (Spearman y un modelo de regresión lineal simple). **Resultados:** se encontró una media de 35,46 años y una media de 8,64 años laborando. La mayoría son mujeres (58,1 %) y trabajadores de la educación (31,7 %). Se demostró relación de la satisfacción con la vida y la calidad de envejecimiento en el trabajo ($r = 0,36, p < 0,001$). La calidad de envejecimiento en el trabajo explicó la satisfacción con la vida en un 30 % ($F = 69,322, R^2 = ,30, p = ,000$). **Conclusión:** la calidad del envejecimiento laboral influye en la satisfacción con la vida, proporcionando datos útiles para desarrollar políticas de salud laboral y diseñar intervenciones en enfermería que promuevan un entorno saludable y mejoren el bienestar de los trabajadores.

Palabras clave (Fuente: DeCS)

Satisfacción con la vida, salud laboral, calidad de vida, envejecimiento, enfermería laboral.

Efeito da qualidade do envelhecimento no trabalho na satisfação com a vida de trabalhadores adultos

Resumo

Introdução: A satisfação com a vida e com a qualidade do envelhecimento no trabalho influencia o bem-estar ocupacional, especialmente em ambientes com diversidade etária. Este estudo fornece uma visão dos principais fatores que afetam a saúde ocupacional de adultos, contribuindo com conhecimentos relevantes para a prática de enfermagem. **Objetivo:** analisar a porcentagem explicativa da qualidade do envelhecimento no trabalho na satisfação com a vida de trabalhadores adultos. **Materiais e métodos:** trata-se de um estudo correlacional-explicativo. O tamanho da amostra foi determinado com o programa G Power® (164 participantes). Os critérios de inclusão foram ter entre 18 e 60 anos de idade, trabalhar no setor formal ou informal e residir no México. Foram aplicados um questionário sociodemográfico, a Escala de satisfação com a vida ($\alpha = 0,76$) e o Questionário de qualidade do envelhecimento no trabalho ($\alpha = 0,90$). A análise dos dados foi realizada por meio de estatísticas descritivas e inferenciais (Spearman e um modelo de regressão linear simples). **Resultados:** A idade média dos participantes foi de 35,46 anos, com tempo médio de trabalho de 8,64 anos. A maioria é composta por mulheres (58,1 %) e trabalhadores da educação (31,7 %). Observou-se uma relação entre a satisfação com a vida e a qualidade do envelhecimento no trabalho ($r = 0,636$, $p < 0,001$). A qualidade do envelhecimento no trabalho explicou a satisfação com a vida em 30 % ($F = 69,322$, $R^2 = 0,30$, $p = 0,000$). **Conclusão:** A qualidade do envelhecimento no trabalho influencia a satisfação com a vida, fornecendo subsídios para o desenvolvimento de políticas de saúde ocupacional e a implementação de intervenções de enfermagem que promovam um ambiente saudável e melhorem o bem-estar dos trabalhadores.

Palavras-chave (Fonte DeCS)

Satisfação com a vida, saúde ocupacional, qualidade de vida, envelhecimento, enfermagem do trabalho.

Introduction

Aging does not mean talking exclusively about the stage of older adults, as it is a process that begins at birth and continues until the end of life. Aging well at work can prevent the condition of non-functioning older adults, and thus, in view of this problem, it is necessary to identify how the population ages, how it evolves in its different geographical areas, its important work variables and how these can influence on their life satisfaction (LS) (1-3).

LS is the comparison that a person makes of his quality of life with standard criteria of how it should be lived. This variable is an indicator of subjective well-being that helps to recognize whether or not a person is happy with their life in general, and in this sense LS encompasses different aspects of the human being and is studied holistically in aging (4, 5).

LS is particularly important when it is related to work, as it influences people's well-being and happiness. Feeling satisfied with life is related to many extrinsic factors, whether economic, social interests, family, illness, home, or level of education, among others. Poor quality of life can lead to low LS, which can affect work performance (6).

Additionally, quality of aging at work (QAW) refers to the set of characteristics or essential conditions for assessing how people experience aging in the workplace. It includes aspects such as the degree of health decline, the perception of the aging stage, and the presence of changes in self-care that interfere with the performance of daily activities (7, 8).

Work has an impact not only on the well-being directly related to job satisfaction, but also on other aspects of life, such as health, habits, family, and social environment. LS can be linked to the quality of aging, which in turn can be influenced by the type of work and the region (9, 10).

Similarly, quality of life can be influenced by the way people live at work since a large part of a person's life is spent in the working environment. Some companies have therefore implemented strategies to reduce work-related stress (11).

In line with the above, nursing is involved in disciplines such as occupational health, which refers to the promotion and maintenance of the physical, mental, and social well-being of workers in all occupations through disease prevention and risk control. Occupational health is largely reflected in the aging population, as in the past no attention was paid to a healthy working life, leading to the emergence of various work-related diseases (12, 13).

This study aims to support the professionalization of nursing, the development, evaluation and extension of scientific knowledge, and to enable health professionals to respond to the needs of the

health and illness process of each individual, family, and community from an occupational health perspective.

Additionally, these data can provide a solid basis for the design of future occupational health policies aimed at improving the well-being of workers, particularly in the context of aging. They will also allow for the development of nursing interventions that promote healthy work environments and support both the physical and emotional health of workers, which would facilitate active and satisfactory aging at work.

Materials and Methods

Design, Sample, and Sampling

A cross-sectional correlational-descriptive design was used. The sample was determined using the G Power® program, calculating a sample size of 164 working adults between 18 and 60 years of age, considering 0.05 probability of committing type 1 error, power of 98 % ($1-B = .98$), effect size of 0.10 and a predictor. Non-probability convenience sampling was applied, since participants were admitted as long as they met the selection criteria (14).

Inclusion criteria included individuals aged 18-60 years, currently working in the formal or informal sector, and residing in Mexico. Exclusion criteria excluded individuals who did not speak Spanish, had a confirmed medical diagnosis related to a mental or cognitive health problem, had a legal history with the company, or had experienced the loss of a family member in the previous six months.

Instruments

- *Sociodemographic profile*. A sociodemographic profile questionnaire was prepared to identify the characteristics of the working population, asking about age, sex, sector of the enterprise in which they work (education, health, public services, tourism and culture, construction, security, telecommunications, law, agricultural production, transport and others), years working in the current position, daily working hours, weekly working hours, days of rest per week, perception of what they receive monthly in financial terms, perception of the working environment and the state of the Mexican Republic in which they live.

- *Satisfaction with Life Scale (SWLS)*. The SWLS, composed of five items expressed on a Likert-type scale from 1 (do not agree at all) to 5 (totally agree), was applied. It consists of an evaluation of the level of satisfaction with life in general ($\alpha = 0.76$); the interpretation of this scale is that the higher the score, the higher the satisfaction with life (5).

- *Quality of Aging at Work Questionnaire (QAW-q)*. The Spanish translation, version 4.0, prepared and validated by Francesco Marcaletti, was used. It consists of 56 items that assess 8 dimensions perceived by the participants regarding the quality of work. The scales use the following codes: Competencies (CO1-CO7), professional identity (ID1-ID7), satisfaction (SA1-SA7), work organization (WO1-WO7), economic stability (ES1-ES7), work relationships (RE1-RE7), well-being at work (WB1-WB7), and work-life balance (WL1-WL7). Likewise, each code comprises a total of 7 items, which are answered on a scale of 1 to 10 or 5 to 10, which evaluate different factors such as subjective perception (average items 1-3), proactivity (item 4), perception of the past (item 5), future perception (item 6) and organizational performance (item 7). The Cronbach's alpha of this instrument is 0.90, which indicates that the higher the score, the higher the quality of aging at work (15).

Data Collection Plan

A written request for approval of the work was sent to the director and the dissertation committee. Once the protocol was approved, the informed consent form was drafted to proceed with the definition of the object or measurement tool structured in the questionnaire which was formulated using Google Forms. Likewise, confidentiality and the use of the responses obtained were discussed in advance with each participant in person, during door-to-door visits in Chetumal, Quintana Roo (Mexico). At the end of the data collection period, the responses obtained in the survey were organized according to the selection and elimination criteria, so that the data used in the research would be consistent with the research. The results obtained were then recorded in a Word document with graphs and tables for analysis.

Ethical Considerations

The research proposal was approved by the Academy of Nursing and the Departmental Council of the Faculty of Health Sciences of the Universidad Autónoma del Estado de Quintana Roo, under the provisions of the General Health Law on Research; Article 13 of Chapter 1, Title 2 was specifically applied to ensure the respect and protection of the welfare of the participants. For this purpose, the aim of the study and each activity or procedure carried out in the research was clearly explained to the participants. The delivery and signing of the informed consent form protected the human rights of the participants, their autonomy and their right to free choice in an investigation that involves the collection and analysis of data from individuals, always respecting their confidentiality and anonymity if they so wished, without the intention of causing discomfort or harm to the subjects at any given time. The Declaration of Helsinki of 1964 and the principles of justice, beneficence, respect and non-maleficence of the Belmont Report have also been taken into account.

Finally, pursuant to the General Law for the Protection of Personal Data in the Possession of Reporting Parties of the United States of Mexico and the Law for the Protection of Personal Data in Possession of Liable Parties of the State of Quintana Roo, it was guaranteed that the information collected would only be used for research purposes, with the study team taking legal and security measures to protect personal data of the participants.

Statistical Analysis Plan

For this study, descriptive statistics were applied using SPSS version 21. Means, standard deviations, maximum values, minimum values, confidence intervals, percentages and frequencies were quantified. The Kolmogorov-Smirnov test was used for the normality test, while the Spearman test was used for the correlation test, according to the non-normality of the data. To determine the explanation of one variable over the other, a simple linear regression model with an INTRO method was applied.

Results

A total of 164 working adults participated in this research, with a mean (M) age of 35.46 years ($SD= 12.155$, $CI= 33.60-37.32$), a mean number of years working of 8.64 years ($SD= 9.042$, $CI= 7.26-10.02$), a mean number of daily working hours of 8.26 hours ($SD= 2.297$, $CI= 7.91-8.61$), a mean number of weekly working hours of 43.66 hours ($SD= 13.204$, $CI= 41.64-45.68$), a mean number of days off of 1.70 days ($SD= .732$, $CI= 1.59-1.81$), a mean number of vacation days per year of 19.37 ($SD= 19.117$, $CI= 16.44-22.29$), and a mean monthly income of 11,852.25 pesos ($SD= 11,487.510$, $CI= 10,097.18 - 13,607.31$). Table 1 shows that most of the respondents were women, and education workers and that the perceived working environment is very good in terms of employer-worker relationships and also their relationship with their coworkers.

Table 1. General sociodemographic characteristics (qualitative variables).

Variable	Relative Frequency	%
Sex		
Men	67	40.9
Women	97	59.1
Line of Business		
Education	52	31.7
Other	47	28.6
Health	19	11.5
Public services	19	11.5
Tourism & Culture	7	4.2
Construction	6	3.6

Security	4	2.4
Telecommunications	4	2.4
Law firm	4	2.4
Agricultural products	2	1.7
Employer-Worker Relationship		
Poor	10	6.0
Regular	55	33.5
Very good	66	40.2
Excellent	33	20.3
Perceived Relationship with Their Coworkers		
Poor	1	.8
Regular	49	29.8
Very good	71	43.2
Excellent	43	26.2

Note: n=164
Source: Prepared by the authors.

Table 2 describes the characterization of the LS variable, the QAW index with its factors, and the total score of the QAW and its subscales.

Table 2. Life Satisfaction and Quality of Aging at Work

Variable	M	SD	Min. Value	Max. Value	CI
LS	18.88	4.262	7	25	18.23-19.53
QAW index	5.41	.906	2	7	5.27-2.55
Subjective perception	8.38	1.395	2	10	8.15-8.59
Proactivity	8.71	1.517	1	10	8.48-8.94
Perception of the past	3.55	1.216	1	5	3.37-3.74
Perception of the future	4.23	.936	1	5	4.08-4.37
Organizational performance	7.02	2.500	1	10	6.64-7.41
QAW score	376.87	65.625	165	480	366.84-386.89
Work competencies	48.92	8.153	15	60	47.68-50.17
Identity	47.71	50.00	15	60	46.33-49.09
Satisfaction	46.74	10.141	9	60	45.19-48.29
Organization of work	49.31	51.00	24	60	48.10-50.51
Financial stability	45.49	48.00	15	60	43.85-47.12
Relationships at work	47.33	49.00	15	60	45.85-48.81
Well-being at work	46.22	47.00	21	60	44.85-47.58
Work-life balance	45.15	46.00	14	60	43.58-46.72

Source: Prepared by the authors.

Table 3 shows the correlations found. It was discovered that the higher the age, the higher the scores for indicators such as days of annual vacation, monthly income, LS and the QAW index. It was also found that the more years worked and the higher the monthly income, the higher the scores for LS and the QAW index. It was also found that the higher the number of days of annual vacations, the higher the LS score. Finally, it was observed that the higher the LS, the higher the QAW index.

Table 3. Correlation between Life Satisfaction and Quality of Aging at Work

Variable	1	2	3	4	5	6	7	8	9	10
Age	1	.704**	-.047	-.009	-.027	.365**	.315**	.297**	.175*	.043
Years working		1	.051	.098	-.076	.300**	.344**	.243**	.159*	.154*
Working hours per day			1	.822**	.082	-.071	.041	.065	.071	.068
Working hours per week				1	-.472**	-.104	.012	.016	-.007	-.008
Days off					1	.112	-.086	.125	.167*	.134
Days of annual vacation						1	.167*	.187*	.133	.066
Monthly income							1	.236**	.175*	.214**
LS								1	.599**	.551**
QAW index									1	.636**
QAW total score										1

Note: $p^* < 0.05$, $p^{**} < 0.001$.

Source: Prepared by the authors.

The results of the regression analysis (Table 4) show that the inclusion of the variable QAW implies a high explanatory power in relation to the variable LS, as well as a higher level of statistical power of 0.80, which allows us to affirm that the results are relevant for predicting active aging by 30 % ($p=0.000$) in older people.

Table 4. Simple Regression model for 'Life Satisfaction' and 'Quality of Aging at Work'

Model	F	R ²	ΔR ²	B	Standard Error	â	p	1- â	f ₂
LS	69.322	.30	.295	8.329	1.000	.547	.000	.98	.42

Note: F= Anova, ΔR²= adjusted R², B= unstandardized beta, β= standardized beta, p= significance level, 1- β= statistical power, f₂= effect size.

Source: Prepared by the authors.

In the same way, the variance inflation factor (VIF) collinearity indicator was greater than 10 and the tolerance value was greater than 0.20, which indicates a high correlation between the factors of the model. Finally, the Durbin-Watson indicator was close to two units (1.892), which confirms that these results can be generalized.

Discussion

This study involved a predominantly female population working in education, with a working environment perceived as very good. The authors Ochoa Adame and Torres García identified education as a relevant factor in interpreting income differences, pointing out that these differences occur in around 15% of cases when the level of education increases (11).

According to the Panorama Sociodemográfico de México de 2020 [The Sociodemographic Mexican Panorama] report, the northern states of the country have a higher percentage of the population with higher education (23.7 %) than the southeastern states (21.6 %), which supports the idea of economic inequality in the country. The authors Ochoa Adame and Torres García showed values of the Gini coefficient (a method of measuring wage inequality) of 0.61 for Mexico's southern border and 0.52 for the north, highlighting that the latter is closer to the national average for the working population, which is 0.56 (11).

Regarding the LS variable, a mean of 18.88 was obtained. In comparison, a study by Arias et al. found a mean LS of 28.43 for women and 29.45 for men, results higher than those of this study. Sanín Posada et al. found a significant effect of optimism at work and LS through happiness at work, indicating the link between work and LS. Gordon et al. identified that economic status is one of the three main variables for estimating the probability of being satisfied with life in the Mexican population (4, 16). In this study, only workers participated, while the study by Arias et al. also included students, who may be influenced by other variables that affect their LS, such as family support.

As for the QAW variable, a mean of 5.41 was obtained, lower than the mean of 6.94 found by Marcaletti et al. without specifying the mean of each subindex, but most of the results were lower than those of this study, with the following values: subjective perception (lower than 6.92 vs. 8.38), proactivity (lower than 7.85 vs. 8.71), perception of the past (lower than 3.70 vs. 3.55), perception of the future (lower than 3.55 vs. 4.23), and organizational performance (lower than 5.85 vs. 7.02) (17, 18).

Garavaglia et al. showed that age is involved in several sub-indices and codes (job competencies, identity, satisfaction, work organization, financial stability, relationships at work, well-being at work, and Work-life balance). For example, subjective perception and

proactivity increase with age, although the latter decreases after the age of 51 (17). The perception of the past and the future tends to decrease with age so people over 51 have a more positive perception of the present compared to the past and a less optimistic view of the future. Similarly, organizational performance improves with age, except for the population under 39 years of age, which may be explained by the fact that they are at the beginning of their working lives and working conditions may be insufficient for them.

This study focused on the relationship between LS and the QAW at work and showed a positive correlation. A study by Cardoza Sernaqué et al. showed a high ($r = 0.765$) and statistically significant ($p < 0.05$) positive correlation between LS and job satisfaction. Blanco Ornelas et al. mention that there is a direct relationship between LS and self-efficacy in coping with problems, which means that if a person perceives that they have the ability to solve a problem, it is possible that they will have greater LS (19, 20).

Garavaglia et al. emphasize that aging can affect the perception of quality of working life, reducing the belief in the ability to solve or adapt to work situations and thus reducing proactivity (17). Ferrada et al. recognize that the population over 65 years of age has a lower level of quality of work compared to the younger population, although they emphasize that there is a significant decrease in the level of job quality in the population aged 15-24 years due to the lack of access to social security (21). They also point out that labor institutions are not prepared to provide a safe environment for the aging population, let alone for older people.

Age and monthly income are positively correlated with the two variables analyzed in our study. Sanín et al. do not agree with this result, as they consider that age does not significantly influence the regulation of variables that anticipate LS (4). However, Cardoza et al. point out that older workers, especially those aged between 61 and 70, experience higher levels of job satisfaction (19).

In addition, QAW explains LS, suggesting that a workplace that supports professional growth, emotional well-being and job stability promotes positive aging and improves LS. Aspects such as job flexibility, the opportunity to learn and a good work-life balance allow employees to age healthier. All of these factors create a sense of purpose and fulfillment that increases overall LS at this stage.

It is recommended to develop work policies that promote work-life balance and facilitate access to well-being and mental health programs that increase LS. It is essential to implement interventions targeted at the young adult population that promote positive perceptions of work and life through the creation of healthy work environments, personal and professional development opportunities and emotional support strategies. Similarly, con-

tinuous training in active aging skills and the promotion of inclusive environments will help prepare future generations for a more satisfying working life, adapted to the demographic challenges to come.

Conclusion

LS was found to explain 30 % of the QAW, so it is important to recognize the relationship between these variables, as this implies a better understanding of how to change them. Studies detail the growing problems associated with the increase in the older adult population in the coming decades and show that we are not prepared.

Therefore, the data obtained can be useful for developing labor policies from an occupational health perspective. It is also necessary to implement interventions in the young adult population to promote spaces and tools that favor positive LS and a better QAW. In the future, this will allow the formation of empowered older adults, equipped with the necessary knowledge and supported by new or changed labor policies.

Conflict of interest: The authors stated that they have no conflicts of interest.

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