

## ABSTRACT

The liberation of the commercial schedules next to the difficult resolution of the unexpected purchases has given rise to a new concept of retail commerce more and more presents in the totality of Spanish geography denominated Convenience Stores. This new commercial identity is understood "like which, with a useful extension nonsuperior to 500 square meters, at least eighteen hours to the day remain open to the public and distribute their supply, in similar form between the four specialties of: books, newspapers and magazines; feeding articles; records, videos, toys and gifts and several articles" (Project of Law, 121/7, of 13 of October of 2004, BOCG of 20 of October of 2004).

However, this new channel of distribution which is increasing counts professionally with an important labor force linked two different contractual modalities: fixed contract or discontinuous contract. In agreement with this, the present work has as main objective the relations that take place between the type of contract (fix-discontinuous) of the workers of convenience stores and some psychosocial factors of risk. The obtained results show the existence of significant differences between the fixed and discontinuous workers in the Cinisym scale, Temporary Autonomy, Motor and Cognitive Abilities for the carried out work, Channels of Participation and Level of difficulty tasks.

**Key words:** Convenience Stores, Psychosocial Factors, Working Contract, Discontinuous and Fixed Workers.

## THEORY

The psychosocial factors affect the labor conditions of the worker so becoming potential source of labor risks for the health of the worker and as different authors say (Bravo & Peiró, 1999; Pollán & Gabari, 2003; Sauter, Murphy & Hurrell, 1990).

Diverse studies show as the described contractual tipology presents different psychosocial risks. For example, Garcia (1991) affirms that the fixed workers present greater levels of burnout than the discontinuous workers.

Our hypothesis is that according to the worker's type of contract there will be differences in the psychosocial risks in their job.

## CONCLUSIONS

The results of the study indicate that the type of contract has a direct influence in the psychosocial factors of risk in the workers of convenience stores. The results in the fixed workers (Burnout - cinisym) agree with other studies (Garcia, 1991). Therefore, the worker's type of contract determines some of the psychosocial risks in his/her job.

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## METHODOLOGY

### Sample

Of 35 companies assigned to the sector in the city of Elche, 96 workers of 24 which supposes 68.57% of the total of convenience stores of this town. **Sex:** 44% men and 56% women. **Age:** 30,3 years DT: 8,8. **Marital situation:** 62% unmarried, 32% married and 6% separated or divorced. **Level of studies:** 8% schooling certificate; 40% with primary finished; 35% with secondary finished; 9% graduated and 8% university studies. **Type of contract:** 60% fixed and 40% discontinuous.

### Variables and Instruments

Survey of the Method of evaluation of the psychosocial factors of the National Institute of Security and Health in the Work (Martín & Pérez, 1997), adapted by Solanes, Tirado, Serrano, Núñez & Cañadas (2004). The instrument embraces 63 items grouped according to 18 dimensions, between which are those of Temporary Autonomy, Channels of participation, Motor and Cognitive Abilities for the carried out work and Level of Difficulty Tasks.

Maslach Burnout Questionnaire (MBI-GS) (adapted by Salanova, Schaufeli, Llorens, Peiró & Grau, 2000) made up of 16 items. Of the questionnaire three subscales are extracted: Emotional Exhaustion, Professional Effectiveness and Cinisym.

The data were analyzed with statistical SPSS 13,0 using as test *t* for independent samples.

## RESULTS

The statistical analyses show the following results:

No Temporary Autonomy	$t_{92,0'95} = 2,242$	$p(\alpha)=0,027$
Lack of Motor and Cognitive Abilities for the carried out work	$t_{94,0'95} = 2,103$	$p(\alpha)=0,038$
Few Participation Channels	$t_{94,0'95} = 3,536$	$p(\alpha)=0,001$
Level of Difficulty Tasks	$t_{90,0'95} = -2,864$	$p(\alpha)=0,005$
BURNOUT - Cinisym scale	$t_{91,0'95} = -2,421$	$p(\alpha)=0,017$

The workers with fixed contracts ( $f_i$ ) show to greater levels of Burnout-cinisym ( $M_f = 2,05$ ; DT = 1,38;  $M_d = 1,43$ ; DT = 1,09). In addition show that they must carry out tasks more difficult ( $M_f = 1,81$ ; DT = 0,70;  $M_d = 1,43$ ; DT = 0,55) that the subjects with discontinuous contracts ( $f_d$ ). The discontinuous contract's workers show to minors levels in Temporary Autonomy ( $M_d = 3,73$ ; DT = 0,58;  $M_f = 3,36$ ; DT = 1,04), Motor and Cognitives Abilities for carried out work ( $M_d = 3,81$ ; DT = 0,89;  $M_f = 3,41$ ; DT = 0,92) and Channels of Participation ( $M_d = 3,98$ ; DT = 0,94;  $M_f = 3,15$ ; DT = 1,35) than those whose carry out their job with fixed contract.