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| **Organizational sense of coherence and psychological well-being: its relationship with the employee’s burnout and compassion Index** |
| **Background/Objectives**Based on what have been studied into the research area of health and organizational psychology, the aim of this study, was to assess the possible meaningful relationship between the Organizational sense of coherence (Work – SOC) and the psychological – eudaimonic well-being with the presence of burnout and the level of compassion within employees of an organization from the health area**Methods**Six thousand three hundred thirty-one men and women with an age between 18 to 60 years old (M=37,30 and SD=9,03). In order to measure the variables, specific cultural validated psychometric scales were used. The organizational sense of coherence has been evaluated by using the “Antonovsky – Work Sense of Coherence Scale”. The Psychological Well-being was measured by using the Colombian validation of the Spanish translated version of the original Ryff eudaimonic well-being scale. The burnout syndrome was assessed with the “Maslasch Burnout Inventory”. The Compassion was measured by using the “Bauer Compassion Index”. All the instruments were applied to the employee’s sample in a period of approximately two months. All the employees came from the different levels of the organization structure. In order to validate the consistency of the instruments used for this research and internal consistency analysis has been done. It showed that every instrument does have the internal consistency necessary to have validated results**Results**The results in general showed first low levels of sense of coherence. Second for the eudaimonic well-being there were found average levels in every of the six dimensions. For the third and fourth, the level of burnout was relatively high for the reference sample group as for the compassion level too. Finally, the correlational analysis showed meaningful relationships between the research variables. Specifically, there were meaningful and negative relations between the organizational sense of coherence and eudaimonic well-being as independent variables with burnout as the dependent one. On the other hand, there were meaningful and positive relations with the compassion as the dependent one**Discussion**The results support the hypothesis purposed. These results also are about to going to be used in order to create a model for the promotion of an organizational salutogenic model.**Keywords**Well-being, Burnout, Compassion, Organization |