Chapter 2
Measurement of the Staff Resilience of the Technological Institute Lázaro Cárdenas

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ABSTRACT

The objective of this chapter is to show the importance and measurement of the resilience of the personnel of the Technological Institute of Lázaro Cárdenas Michoacán in scale of Resilience Mexican (RESI-M). An analytical review is made about resilience, with emphasis on central aspects such as its origin, definition, and the factors that determine the application of resilience, indicators, and disruptive situations. The models that establish different authors, classified in size and factors of resilience, follow different patterns according to sex, age, and schooling. A group of 100 top-level teachers was evaluated. The authors conclude that the level of resilience in women and men is significant.

INTRODUCTION

The objective of this chapter is to review the concept of resilience, its importance and measurement, emphasizing its definition, the disruptive situations, the factors and models established by different authors. These ARE classified into dimensions, factors, or characteristics, taking into account sex, age, and schooling, which determine resilience and the impact it has on the development of organizations. To achieve the objective of the research, a population of 113 higher education level, professors AT from the Technological Institute of Lázaro Cárdenas, Michoacán, using the RESI-M scale, developing a descriptive and transversal research. The instrument consists of 43 items, divided into five factors, the

reliability of the instrument was measured by obtaining the Cronbach's Alpha, and a KMO test performs to validate the application of the factorial analysis, to obtain the feasibility of measuring resilience. In conclusion, in spite of the adverse situations, such as divorce, economic crisis and work environment, the individual overcomes and there is a significant difference between men and women, it shows which the factor has the greatest impact.

CONCEPTUAL THEORETICAL BACKGROUND

The term resilience comes from the Latin of the word "*resilio*", which means to go back, to jump and to rebound (Kotliarenco, Cáceres and Fontenecilla, 1997). Resilience is the resistance of a body, or the ability of a material to regain its original shape after summited to pressure. This concept comes from the area of physics and chemistry and civil engineering. It subsequently was adapted to different disciplines:

1. In the social sciences and in the pedagogical area, it is considered as the capacity that communities or populations can have to face difficulties and be strengthened.
2. In the health sciences, studying clinically the relationship of stress in therapeutic processes.
3. In ecology, in the recovery of an ecosystem and in climatological disasters, but above all to indicate the capacity for recovery.
4. In administrative sciences (Atehortúa 2002, p.49) shows organizational survival speaking in terms of flexibility and adaptability at the group and individual levels.
5. In the business field, this solves the problems of the globalized market. These disruptive situations can be in finances, production, sales and quality, among others. Business resilience is the ability of organizations to face moments of adversity and adapt quickly to changes and finally relates the resilience of people with business.

DEFINITION

The concept of resilience links through adversity, since this is the reason why the human being develops the process of facing, overcoming and transforming it, in an opportunity that leads him to submit it and such process is called resilience. Table 1 describes different definitions.

ECLECTIC DEFINITION

Resilience is a dynamic and multidimensional process that results in positive adaptation in contexts of great adversity. It is the human capacity to face, overcame, and be strengthen or transformed by experiences of adversity, achieving a condition that gives people the ability to overcome adversity and, in addition, build on them. The ability to succeed, to live and develop positively, in a socially acceptable way, despite fatigue or adversity, which usually involve a serious risk of negative outcome, that is, it is a spring from which, having received a blow, they have could surpass it (Grotberg, 2001; Luthar, 2000; Suárez, 2004; Bronfenbrenner, 1979; Cyrulnik, 2001; Masten, 2007).

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