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## Management of Human Talent and Work Performance of Companies in the City of Guaranda

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### Summary

*The purpose of this research is to analyze how human talent management influences the work performance of companies in the city of Guaranda, in the year 2023, and several methods were used, including deductive and inductive, in turn through the population sample I have been able to obtain the precise data of the workers that the companies of that city have, which has allowed the processes to attract and have workers of excellence is based on a good management of human talent since it allows to improve the work performance of the companies of Guaranda in several ways, obtaining favorable results for the success of the institutions, that is why, the article is framed in a methodology of documentary research, In order to analyze and describe the importance of human talent management and its influence on work performance and achievement of success in organizations, highlighting that companies today must have this essential element to meet business objectives and achieve success in organizations.*

**Keyword:** *Job performance, Management, Human Talent, Company*

### Introduction

In this research work we will see that human talent management is a set of processes that are responsible for attracting, developing and retaining the best talent for a company, which include recruitment, selection, hiring, induction, training, development, performance evaluation, compensation benefits and termination. since good human talent management can contribute to the work performance of Guaranda companies in various ways by attracting the best talent, since it is fundamental for job performance to develop the skills and competencies of employees, which allows them to perform more effectively by creating a good work environment, which can lead to better work performance, based on the results of the aforementioned studies and that it has a positive influence on the work performance of companies in Guaranda.

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Companies that have a good human talent management tend to have more satisfied, engaged and productive employees, since a company that offers training and development programs to its employees can help them acquire the skills and competencies necessary to perform their functions more effectively by obtaining a positive and motivating work environment that helps its employees feel more committed to their work and therefore. Therefore, they are more productive, as long as an effective performance evaluation is carried out because it can identify employees who are doing a good job and provide them with recognition and rewards, motivating them to continue improving their performance in Guaranda companies.

The study focuses on the influence of Human Talent Management on the work performance of companies in the city of Guaranda, Ecuador, within the administrative field. It delimits the spatial scope to the Sierra region, specifically Bolívar Province and Guaranda Canton, and temporally from October 2023 to February 2024. The problem formulation addresses questions about the impact of organizational culture, tenure, and training on problem-solving and productivity within these companies. Overall, the research aims to understand how Human Talent Management practices affect company performance in Guaranda.

## **Objectives**

### **General Objective**

- Human talent management influences the work performance of companies in the city of Guaranda.

### **Specific Objective**

- Analyze how organizational culture affects problem solving in companies in the city of Guaranda.
- Establish the costs of training in the productivity of employees in the companies of the city of Guaranda.
- Identify the permanence in the position through the performance of the administrative staff in the companies of the city of Guaranda.

## **Justification**

### **Navigation Justification**

This research will be carried out by the different websites to have a better understanding of how human talent management influences work performance within the organizations of the city of Guaranda, this research will allow us to know new parameters that are essential to be able to formulate problems in companies and to be able to understand what would be the different shortcuts to have an effective and efficient work.

Within the academic field, it will allow us to have a greater habit of research and to raise problems and to pose in a better way the objectives, whether general or specific, the main objective of all this research will be to know if the management of human talent influences work performance within organizations and what possible consequences may exist or may affect the work environment, such as their productivity.

## Theoretical Framework

The theoretical framework addresses three main aspects: the historical background of human resources management, the management of human talent in companies, and the evaluation of work performance over time.

1. **Historical Background:** It dates back to the nineteenth century, during the Industrial Revolution, where the first attempts to address the needs of workers in companies originated, such as the creation of "Welfare Departments" to improve housing conditions, health and working hours.
2. **Human Talent Management:** Its emergence in the 90s stands out as a response to the growing importance that companies give to the talent and skills of their employees for business success. It is mentioned that many organizations focus on attracting talent but neglect talent retention and development.
3. **Job Performance Evaluation:** Since the sixteenth century, there has been an evolution in performance evaluation methods, from a simple record of activities to more complex evaluations from various approaches.

In the referential background, three recent studies are presented:

1. "Human Talent Management Model Applied to the Transport Services Sector of Tungurahua Province" (2020): The lack of training and professional development in the transport sector is addressed, along with high staff turnover and labour conflicts. A human talent management model is proposed to improve work performance.
2. "Analysis of Mechanical Risks and Their Impact on the Work Performance of Harbin Electric Company Linemen" (2019): The mechanical risks faced by linemen and their impact on work performance are identified, proposing measures to reduce these risks and improve work safety and efficiency.
3. "Human Talent Management Model and Work Performance" (2021): The importance of aligning workers' competencies with the requirements of the position to improve work performance is highlighted. A methodology that includes diagnosis, planning, implementation and follow-up is proposed to implement an effective human talent management model.

This research highlights the need to address both human talent management aspects and occupational risks in order to improve work performance in different sectors.

## Theoretical Foundations

Human talent management focuses on identifying and developing employees' skills and capabilities to drive organizational growth (Asorialte, 2020; Urueña & Moreno, 2020). Recognized as a valuable resource, human talent is crucial to business efficiency and effectiveness. Teamwork and continuous staff development are key aspects in this process (Asorialte, 2020).

Systematic evaluation of job performance provides clarity on objectives and promotes personal and professional development (Velázquez, 2021). Although it faces challenges such as subjectivity and stress, job performance appraisal offers advantages such as improving productivity and supporting decision-making in terms of promotions and compensation (Velázquez, 2021).

## 2. Legal Framework

Empowerment, in a general sense, refers to the process of increasing people's power and capacity to make decisions and act for their own benefit and that of their community. In the legal field, empowerment is framed in a set of principles and norms that guarantee the rights of people to participate in decision-making that affects their lives and to access the resources necessary for their personal and collective development.

The legal framework for empowerment is based on a series of international conventions, national laws, and public policies that promote citizen participation, gender equity, the protection of human rights, and access to education, health, and employment. Among the main legal instruments that make up the legal framework of empowerment are:

### International Conventions

**Universal Declaration of Human Rights:** The Universal Declaration of Human Rights, adopted by the United Nations General Assembly in 1948, sets out the fundamental rights of all people, including the right to political participation, freedom of expression, and equality of opportunity.

**Convention on the Elimination of all Forms of Discrimination against Women (CEDAW):** CEDAW, adopted by the United Nations General Assembly in 1979, establishes a legal framework for the protection of women's rights and their empowerment in all areas of life.

**Convention on the Rights of Persons with Disabilities (CRPD):** The CRPD, adopted by the United Nations General Assembly in 2006, establishes a legal framework for the protection of the rights of persons with disabilities and their empowerment in all areas of life.

### National Laws

**Political Constitution of the State:** The Constitution of each country establishes the principles and norms that govern the empowerment of citizens. In general, the Constitutions

They guarantee the rights to political participation, freedom of expression, equal opportunities and access to education, health and employment. (Márquez, 2020).

**Citizen Participation Laws:** These laws establish the mechanisms and procedures for citizens' participation in decision-making that affects their lives. These laws may include rules on access to information, public consultation and accountability. (Márquez, 2020).

**Gender Equity Laws:** These laws promote equal opportunities between men and women in all areas of life. These laws may include rules on education, employment, health, and political participation. (Márquez, 2020).

**Human Rights Protection Laws:** These laws establish mechanisms for the protection of human rights and the prevention of discrimination. These laws may include rules on freedom of expression, freedom of assembly, and the protection of life and security. (Márquez, 2020).

### Public Policies

Public policies are the instruments through which governments implement the legal framework of empowerment. These policies may include education, training, employment, health, and civic participation programs. (Valdés, 2019).

The empowerment legal framework is an ever-evolving set of norms and principles. As societies change and people's needs evolve, the legal framework must adapt to ensure that all individuals have the opportunity to develop and reach their full potential. (Valdés, 2019).

In conclusion, empowerment is a process that requires a strong legal framework that guarantees people's rights and promotes their active participation in decision-making that affects their lives. The legal framework for empowerment is based on a series of international conventions, national laws, and public policies that promote equity, justice, and human development. (Valdés, 2019).

## Conceptual Framework

### Human Talent Management

Human Talent Management is an organization's strategy for hiring, training, and retaining employees who perform better. It is based on four phases of recruitment, assessment of potential, development and retention. It is, therefore, a long-term employment strategy (IEP, 2019).

### Human Talent Management Job Performance

The Performance Evaluation System for Employees of the National Public Administration states: Performance is the level of work achievements that an individual achieves only after making a certain degree of effort. It depends not only on the amount of effort invested, but also on the individual's aptitudes and perceptions of roles. An individual who puts in a great effort in his or her work, but possesses limited aptitude or has incorrectly assessed what is necessary to succeed in the organization could well achieve poor performance (Pedraza, Amaya, & Conde, 2020).

### Hypothesis and Variables General Hypothesis

- The Analysis of Human Talent Management influences the work performance of companies in the city of Guaranda

### Particular Hypotheses

- The diagnosis of how organizational culture affects problem solving in companies in the city of Guaranda
- The expenses of training in the productivity of the collaborators in the companies of the city of Guaranda are established
- Identification of permanence in office through the performance of administrative staff in companies in the city of Guaranda.

### Declaring Variables

Independent Variable	Dependent variable
• Human Talent Management	• Job Performance
• Organizational Culture	• Problem Solving
• Permanence in Office	• Work Performance
• Training	• Labor Productivity

**Operationalization of Variables**

Independent Variable	Definition	Dimension	Indicators	Techniques	Instruments
Management of Talent Human	It is a discipline that seeks to optimize a company's human capital. To this end, it seeks to improve recruitment processes, but also leadership development, human resource planning and performance management. (Connectingvisionsgroup, 2021)	<ul style="list-style-type: none"> <li>➤ Attracting new employees.</li> <li>➤ Link of employees to the company.</li> <li>➤ Separation of the staff.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Assess the knowledge of new employees.</li> <li>➤ Percentage of qualified candidates per vacancy.</li> <li>➤ Turnover Percentage of personnel.</li> </ul>	Interviews	Guide Interview
Culture Organizational	Organizational culture is the set of values and attitudes that are shared by the members of an organization and that benefit business performance. (CastroPerez, 2023)	<ul style="list-style-type: none"> <li>➤ Employee involvement.</li> <li>➤ Teamwork.</li> <li>➤ Staff motivation.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Number of times of training.</li> <li>➤ Evaluation of the objectives of the work environment.</li> <li>➤ Number of recognitions and awards obtained for workers</li> </ul>	Survey	Format Survey
Permanence in the Charge	It refers to the length of time an employee has worked for a specific company or organization. It's an essential metric for HR professionals, providing insights into employee retention rates, job satisfaction, and overall levels of engagement within the workforce. (Manatal, 2023)	<ul style="list-style-type: none"> <li>➤ Good working environment at work.</li> <li>➤ Professional Growth.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Level of knowledge acquired.</li> <li>➤ Percentage of job satisfaction.</li> <li>➤ Percentage of goals met.</li> </ul>	Survey	Survey Format
Training	This metric tracks the amount of money spent on training new employees. (Tudashboard, 2022)	<ul style="list-style-type: none"> <li>➤ Investment costs in training.</li> <li>➤ Staff training process.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Percentage investment in training.</li> <li>➤ Training time for each employee.</li> </ul>	Survey	Survey Format

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Dependent variable	Definition	Dimension	Indicators	Techniques	Instrument s
Job Performance	According to Chiavenato (2000), job performance is defined as the actions or behaviors observed in employees that are relevant in achieving the organization's objectives. (Martínez, Nogueira, Andrade, & Aguilar, 2023)	<ul style="list-style-type: none"> <li>➤ Quality of work.</li> <li>➤ Responsibility at work.</li> <li>➤ Leadership and teamwork.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Percentage of Efficiency and Productivity.</li> <li>➤ Employee Health &amp; Safety Percentage.</li> <li>➤ Level of communication and decision-making for good job performance</li> </ul>	Surveys	Format Survey
Resolution of problems	According to (Suarez, 2023) he tells us "Problem solving is a method whose objective is to resolve conflicts that occur in companies. These can be generated between individuals or groups, people who do not share the same ideas, beliefs, thoughts."	<ul style="list-style-type: none"> <li>➤ Identification of the causes of the problem.</li> <li>➤ Implementation of effective solutions.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Percentage of problem identification.</li> <li>➤ Time required to resolve issues.</li> <li>➤ Percentage of satisfaction in problem solving in collaborators.</li> </ul>	Surveys	Format Survey
Work Performance	According to (Keys to improving work performance in companies, 2013) it tells us "According to the Royal Spanish Academy, work performance or productivity is the relationship between what is produced and the means used, such as labor, materials, energy, etc" (Huanca, 2020).	<ul style="list-style-type: none"> <li>➤ Work-oriented behaviors.</li> <li>➤ Job satisfaction.</li> <li>➤ Time-wasting behaviors.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Percentage of tasks assigned to collaborators.</li> <li>➤ Performance and productivity level of collaborators.</li> <li>➤ Percentage of duplicate tasks from collaborators.</li> </ul>	Surveys	Survey Format
Labor Productivity	According to (Unir net, 2022) he tells us "Labor productivity is the relationship between the goods or services produced by a worker and the resources that have been used to obtain such production. It is a measure of efficiency, which can refer to both an individual company and an economy as a whole." (Lerner, 2021).	<ul style="list-style-type: none"> <li>➤ Production quality.</li> <li>➤ Innovation or Continuous improvement of the products.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Percentage of effective working time.</li> <li>➤ Customer satisfaction rate.</li> <li>➤ Number of strategies implemented for labor productivity.</li> </ul>	Surveys	Format Survey

Prepared by: Anthoam Cáceres

### 3. Methodological Framework

#### 5.1 Type and Design of Research and its General Perspective

The methodological framework of this research focuses on a field research approach, which involves the systematic and valid collection of data from direct observations in the natural environment under study (Sampieri, 2022). This method allows for a deeper and more accurate understanding of the events and activities related to the object of research.

A deductive approach is used, which starts from general premises to reach specific conclusions through the application of logic (Suárez, 2023). In addition, exploratory, flexible and risky research is used, which seeks to understand problems that are not clearly defined in a preliminary phase (Velázquez, 2023). This type of research, also known as the grounded theory approach or interpretive research, is conducted without providing conclusive results.

Descriptive research is employed to detail the characteristics of the study population, focusing on the "what" rather than the "why" of a phenomenon (questionpro., 2022). This approach provides a detailed description of the research topic without delving into the reasons behind the observed phenomena.

A. bibliographic research is carried out to collect secondary information related to the topic of study (Hernández Sampieri, 2019). This step is crucial to gain an in-depth understanding of the topic and support the analysis.

In addition, quantitative and qualitative methods are employed. Quantitative research focuses on collecting numerical data and analyzing it using statistical and mathematical tools (Arias, 2021). On the other hand, qualitative research seeks to understand people's behavior and perceptions on a specific topic, generating ideas and assumptions that help to understand the study problem (Páramo Reales, 2022).

In summary, this methodological framework encompasses a wide range of research methods that combine to provide a comprehensive understanding of the topic of study.

#### 5.2 Population and Sample Characteristics of the Population

A population is a complete set of individuals or objects that share similar characteristics and can comprise a nation, a group of people, or objects with a common characteristic. It includes the entire well-defined group about which any research wants to draw conclusions (Narvaez, 2021).

##### Delimitation Of The Population

A certain number of people who inhabit a given territorial space, as long as it depends on the geographical extension and population density per square kilometer (Chávez, 2019).

In order to obtain the total population of Guaranda, an exploitation research was carried out, where I obtained updated results on how many companies exist within the city, where the approximate number is 2,520 companies registered in the city of Guaranda Bolívar province. (Internal revenue service, 2023).

##### Sample Type

Probabilistic

##### Sample Size

Npq

$$n = \frac{(N - 1) E^2}{Z^2} + pq$$

$$n = \frac{2520 \times 0.5 \times 0.5}{(112094 - 1) \times 0.52 + 0.5 \times 0.5}$$

$$n = 230$$

### 5.3 Methods and Techniques

Theoretical methods are reasoning procedures used to analyze, interpret, and understand phenomena based on existing theories. These methods allow the researcher to deepen their knowledge of reality, identifying essential relationships between phenomena and conditioning factors. In addition, they are essential for formulating and developing explanatory theories of observable phenomena. The analytic method breaks down a whole into its parts in order to analyze them individually and then integrate them again to understand the phenomenon in its entirety. On the other hand, the synthetic method seeks to summarize the relevant aspects of a process using an orderly approach. The inductive method starts from specific observations to infer general conclusions, while the deductive method starts from general premises to reach specific conclusions. In addition, the logical method is essential for developing coherent arguments and sound reasoning. Finally, the empirical method is based on the observation and experimentation of particular phenomena in order to gain knowledge

### 5.4 Technique and Instruments

**Survey:** It is a technique that is carried out by applying a questionnaire to a sample of people. Surveys provide information on the opinions, attitudes, and behaviors of citizens. The survey is applied to the need to test a hypothesis or discover a solution to a problem, and to identify and interpret, in the most methodical way possible, a set of testimonies that can fulfill the established purpose (Gonzalez, 2021).

**Interview:** An interview is defined as "a conversation that is proposed for a specific purpose other than the simple act of talking." It is a very useful technical instrument in qualitative research to collect data (Laura Díaz-Bravo, 2013).

### 5.5 Statistical Processing of Information

The technique used in the research is the survey, for this reason the instruments that are the questionnaire had to be developed

### Consistency Matrix

TOPIC: Human talent management influences the work performance of companies in the city of Guaranda.					
Formulation of the problem	General objective	General hypothesis	Independent variable	Dependent variable	Questions
How does Management Of the talent human	Analyze Management of the		➤ Attracting new employees.	Assess Knowledge Of new employees.	Do you agree that performance appraisal allows you to measure the employee's knowledge, skills, and productivity?
Influences in the Job Performance	Human Talent How it influences	It analyzes how organizational culture affects problem-solving in the city's companies of Guaranda.	➤ Linking employees to the company.	Percentage of Qualified candidates by	Strongly agree ()
The enterprises of the city of Guaranda?	The work performance of the companies in the City of		➤ Staff termination.	Percentage of Staff Turnover.	Agreement ()
	Guaranda.		➤ Employee involvement.		Undecided ()
			➤ Teamwork.		Disagree ()
					Have candidates hired in the past six



TOPIC: Human talent management influences the work performance of companies in the city of Guaranda.

					months been able to meet the organization's goals?
			➤ Staff motivation.		Strongly Agree ()
					Agreement ()
					Undecided ()
					Disagree ()
					To what extent do you think it is important to implement staff deficiency termination?
					High ()
					Medium ()
					Low ()
					Null ()
					agree that a good organizational culture can impact the motivation of an organization's employees?
					Strongly agree ()
					Agreement ()
					Undecided ()
					Disagree ()
					agree that the plans Strategic established by The company Reduce the rate of the next year?
					Strongly agree ()
					Agreement ()
					Undecided ()
					Disagree ()
					agree that encouraging employee participation in decision-making in the company has generated greater trust between employees and the company or vice versa?
					Strongly Agree ()
					Agreement ()
					Undecided ()
					Disagree ()
Systematization of the problem	Specific objectives	Specific hypotheses	Independent variable	Dependent variable	Questions
How does organizational culture affect problem-solving in companies in the city of Guaranda?	Analyze how organizational culture affects problem-solving in companies in the region. City Guaranda	It analyzes how organizational culture affects problem solving in companies in the city of Guaranda	➤ Good working environment at work.		of the organization, at what level are you satisfied with the evaluation of work objectives in the last period?
					High ()
					Medium ()
			➤ Professional Growth.	Number of times of training.	Low ()
				Evaluation of the objectives of the work environment.	Null ()
			➤ Investment costs in training.	Number of recognitions and awards obtained for workers.	Level of satisfaction have you found in your job in recent months?
➤ Staff training process.		High ()			
		Medium ()			
		Low ()			
		Null ()			

TOPIC: Human talent management influences the work performance of companies in the city of Guaranda.

					¿level have you achieved the acquired knowledge that you expected in your job?
					High ()
					Medium ()
					Low ()
					Null ()
					¿percentage of your investment in the training of the company's employees has yielded results?
					100% - 80% ()
					70% - 50% ()
					40% - 20% ()
					10% - 0% ()
					¿level do you consider yourself a good leader when it comes to teamwork?
					High ()
					Medium ()
					Low ()
					Null ()
					company allowed you to grow professionally?
					Always ()
					Sometimes ()
					Rarely ()
					Nothing ()
					agree with the level of job satisfaction in the company?
					Strongly Agree ()
					Agreement ()
					Undecided ()
					Disagree ()
					agree that the company has the initiative to innovate, in the internal part of the organization?
					Strongly Agree ()
					Agreement ()
					Undecided ()
					Disagree ()
					agree that the company should have the initiative to innovate, on the outside of the organization?
					Strongly Agree ()
					Agreement ()
					Undecided ()
					Disagree ()

**Analysis and Interpretation of Results**

¿Está de acuerdo que la evaluación de desempeño permite medir los conocimientos, habilidades y la productividad del empleado?  
230 respuestas





Through the survey carried out to companies in the city of Guaranda, we have been able to obtain the following result regarding the question, 56.5% of the people were able to express that they strongly agree, that the performance evaluation has allowed them to measure knowledge and skills, while 37.4% agree that it allows them to acquire knowledge based on the performance evaluation and finally 6.10% of the people surveyed are undecided and disagree with the question.

In the following question I have been able to obtain the following result regarding the question, of the candidates hired in the last six months have been able to meet the objectives of the organization, being that 52.6% of the people were able to express that they strongly agree with the aforementioned question,

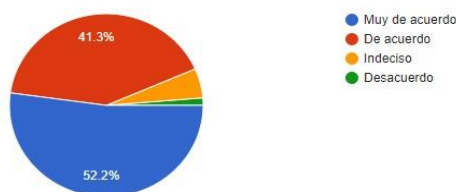
while 38.3% agree with the question and finally 9.10% of people surveyed are undecided and disagree with the question.



In the next question, the result is as follows: 40.9% of the people surveyed strongly agree, while 44.8% agree and 13.5% are undecided about what measures are important to implement the dismissal due to staff deficiency.

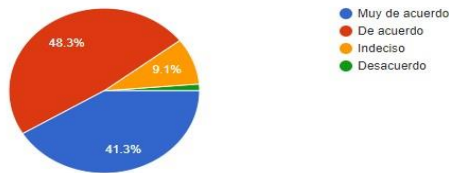
¿Usted esta de acuerdo que una buena cultura organizacional puede impactar en la motivación de los empleados de una organización?

230 respuestas



¿Usted está de acuerdo que los planes estratégicos establecido por la empresa reducirá la tasa de desvinculación del personal en el próximo año?

230 respuestas

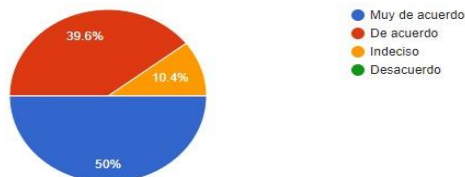


In the question of a good organizational culture can impact the motivation of the employees of an organization, I have been able to obtain the following result, being that 52.2% of people strongly agree, 41.3% of people only agree and 6.5% are undecided and disagree, which helps me to obtain some important answers for my research.

According to the results that reflect to me on the question, if you agree that the strategic plans established by the company will reduce the rate of staff disengagement in the next year, it has been possible to obtain the following, 41.3% of respondents agree, while 48.3% are in an answer of agreement and finally 9.1% of respondents are undecided and disagree with the aforementioned question.

¿Usted está de acuerdo que al fomentar la participación de los empleados en la toma de decisiones en la empresa ha generado una mayor confiabilidad entre colaboradores y empresa o viceversa?

230 respuestas

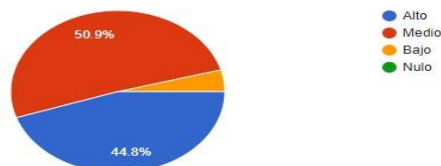


In the question, which tells us that encouraging the participation of employees in decision-making in the company has generated greater reliability between employees and companies or vice versa, it has been observed that 50% of employees have been able to participate in the decision-making process.

Employees strongly agree, while 39.6% only agree, finally there is a percentage of 10.4% of collaborators are undecided or disagree about the question asked.

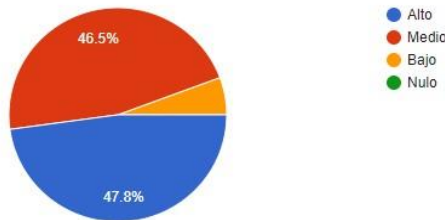
¿Cómo parte de la organización en qué nivel se siente satisfecho/a con la evaluación de los objetivos laborales en el último periodo?

230 respuestas



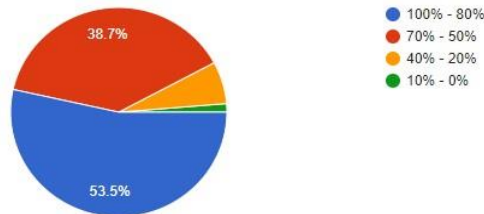
In the next question we can see that the people surveyed have the following answer where 44.8% are at a high level of satisfaction, while 50.9% answered that it is a medium level of satisfaction and ending with a 4.3% low and no level of satisfaction, being the final result helps me to obtain information which helps me in my research.

¿En qué nivel de satisfacción se encuentra en su trabajo en los últimos meses?  
230 respuestas



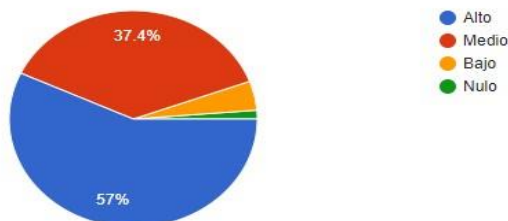
In the next question I have been able to obtain a level of 47.8% of high satisfaction, while 46.5% of medium satisfaction and finally with 5.7% of satisfaction low and none, which tells me that most respondents are satisfied in their jobs.

¿En qué porcentaje de su inversión sobre la capacitación de los empleados de la empresa han obtenido resultados?  
230 respuestas



In the next question about knowing their percentage of investment in employee training, it has been possible to obtain that 53.5% of respondents have an equivalent of 100 to 80%, while 38.7% have an equivalent of 70 to 50% and finally 7.8% have an equivalent of 40 to 20%, which I have been able to analyze and get to know that most of the respondents believe in training and about They all know that they are important.

¿En qué nivel se considera usted un buen líder al momento de realizar un trabajo en equipo?  
230 respuestas



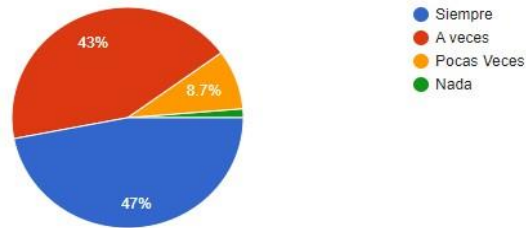
In the question of how it is considered when carrying out teamwork, I have been able to obtain 57% of high satisfaction surveys, 37.4% of respondents with medium satisfaction and 5.6% of respondents with a low or no level of satisfaction, which I have come to emphasize that most people

The surveyors have no problems when it comes to leading and working in a team, which leads me to assume that they have a good work environment.

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¿La empresa le ha permitido crecer profesionalmente?

230 respuestas

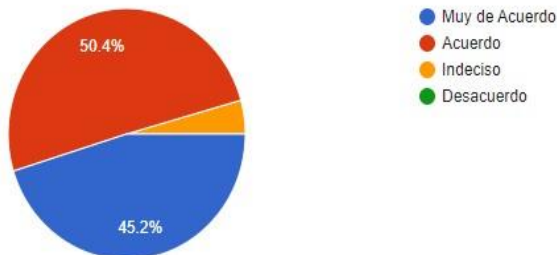


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With the question asked, it has been possible to obtain that 47% of respondents always have the support of their company, while 43% have been able to answer that sometimes and finally with 8.7% of respondents they have obtained few times or even no support from their company to grow professionally.

¿Está de acuerdo con el nivel de satisfacción laboral en la empresa?

230 respuestas

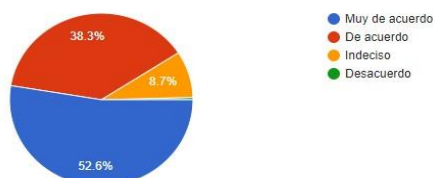


In this question I have been able to show that 45.2% of respondents strongly agree, while 50.4% agree and finally 4.4% of respondents have an indecisive answer and disagree with the level of job satisfaction in the company.

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¿Está de acuerdo que la empresa tenga la iniciativa de innovar, en la parte interna de la organización?

230 respuestas



In the next question developed in the survey I have been able to obtain 52.6% in which the collaborators mention that they agree that companies have an innovative initiative, in turn 38.3% agree to carry out this type of strategy in organizations and 8.7% of servers who say they are undecided with this proposal in which it could be taken into account so that companies can continue to advance in this constant change that we encounter day after day in order to achieve success and not remain stagnant and move forward as pioneers in the labor market.

## Conclusions

The conclusions obtained from this research work highlight the importance of identifying and retaining key talent within a company, which can significantly improve productivity and organizational efficiency. In addition, the relevance of obtaining accurate data on employee performance to support informed decision-making regarding training and development is highlighted. It also highlights how a positive and motivating work environment can contribute to increased employee satisfaction and loyalty.

On the other hand, it is concluded that an organizational culture that fosters collaboration, open communication, and innovation can facilitate effective problem solving and lead to novel solutions to business challenges. In addition, it highlights the importance of investing in adequate training to improve the skills and competencies of employees, as long as clear and well-managed budgets are established to ensure the efficiency of training programs.

In terms of recommendations, it is suggested to offer opportunities for growth and professional development to motivate qualified employees to make a long-term commitment to the company. It also emphasizes the importance of fostering transparency, open communication, and diversity and inclusion at all levels of the organization. A training needs analysis is encouraged to identify skills and competencies that require development, and thus focus investment on effective programs. Finally, it is recommended to set clear and achievable goals, provide regular feedback, and promote a collaborative and supportive work environment to increase employee efficiency and productivity.

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