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Lic. Judith Josefina Sáez Aparicio

Rómulo Gallegos National Experimental University - San Juan de los Morros. Venezuela

Email: saez.juddy78@gmail.com

Orcid code: <https://orcid.org/0000-0001-9794-2712>

Empowerment Of Public Management: A Vision From the Performance of Human Talent in Mayor of the Girardot Municipality Aragua State

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ABSTRACT

The managerial activity established in leadership should be indicated, the important element is human capital, considering knowledge and skills in order to execute the actions that are subject to the strategic plans, but this not only means that only the training level of the individual should be known, but also It is management's responsibility to know their conditions, since otherwise the strategic plans developed within the organization would not work. In summary, the organization's human capital has diverse skills and knowledge, but if it does not have the required attention to its needs. , the deal and its conditions would not achieve the expected results. Seen in this way, the fundamental purpose that is set in this research: Understand the use of Empowerment in relation to the performance of Human Talent within the management of the Mayor's Office of the Municipality of Girardot, State of Aragua. Qualitative research was carried out, where the method used was hermeneutic, the apprehension and information techniques were the in-depth interview, in addition, an analysis of the findings found through the process of categorization, structuring, contrast and triangulation was carried out. Empowerment is a tool that provides adequate changes within the institution, because it consolidates communications in all the structural references of the company and in this way conserves information, this government organization must aim at improving the government's capacity to achieve an increase in governance and have conditions for continuous progress in the processes.

Descriptors:: Empowerment, Public Management, Performance of Human Talent.

Biographical Review: Venezuelan, Bachelor of Administration, Territorial Polytechnic University of Aragua, Higher University Technician in Administration, Territorial Polytechnic University of Aragua, Secretary of the Manuel Atanasio Girardot National Commercial Technical School, Analyst in Union and Labor Affairs, Educational Zone of the Aragua State.