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Management of Human Talent as a Systemic Process for the Optimization of Labor Performance In Public Organizations.

ABSTRACT

According to the scientific concern of the researcher, he himself set as a fundamental purpose: Envisioning the management of human talent as a systemic process for the optimization of work performance in public organizations. The study was based on the Systemic theories of the ISSOK Model (2020) and Complex Systems according to Ponce (2009). The methodology was approached from the Postpositivist Paradigm, with a qualitative approach outlined by Habermas' Dialectical Hermeneutic Method (1980). The scenario was set up at the San Fernando Social Security Institute, Apure State. Here the researcher could count on the collaboration of 3 units of analysis. For the collection of information, the techniques of participant observation and the semi-structured interview were used, supported by the instruments in the notebook and interview script. The findings were processed through categorization, structuring, triangulation and theorizing; achieving validity and credibility through triangulation, replicability and consensus. As a result, it emerged that: Management requires significantly improving motivational processes, likewise, some dependencies show weaknesses and situations that in many cases hinder harmonious integration and teamwork. Job performance requires consolidating a harmonious, humanistic and cooperative environment that allows joint work based on the common goals of the institute. Similarly, the study concluded: It is essential to consolidate management mechanisms that are involved in the human condition of employees, empathy and tolerance to understand the other. However, it is imperative that it leads to the exploration and consolidation of the philosophy of systemic processes in the organization.

Descriptors: Human talent management, Systemic processes, Job performance, Public organizations.

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