



MSc. Javier Alexander Farfán

Business Organization Farmacia Hospitalaria Plus C.A.

Email: havier16@hotmail.com

ORCID code: <https://orcid.org/0000-0003-1117-9184>

How to cite this article: "Javier Alexander Farfán.. Transcomplex Management: A Humanist Vision To Strengthen Management Processes In Government Institutions. (2024), (1,16)

Received: 14/11/2023 Revised: 15/11/2023 Accepted: 12/12/2023

Transcomplex Management: A Humanist Vision To Strengthen Management Processes In Government Institutions.

ABSTRACT

The study outlined as a general purpose: To configure a reflective hermeneusis on transcomplex management as a Humanist vision for the strengthening of managerial processes in government institutions. The study assumed the managerial theory of dynamic networks by Najmanovich (2001), of human relations according to Hawthorne-Mayo (2000) and of business complexity by Pernía, Coscojuela and Vásquez (2005). The study resorted to the postpositivist paradigm under the qualitative methodological canvas with the dialectical hermeneutic method. As a scenario, three institutions were considered; Bolivarian Mayor's Office of the San Fernando Municipality, Legislative Power of the state of Apure and the Ministry of Popular Power for the Social Work Process. To collect the information, participatory observation and a structured interview were used, with three focus groups to which an interview script and a notebook were applied. For the evaluation of the information, categorization, structuring, triangulation and theorization were applied. Finally, validity and reliability were achieved through contrasting. The results revealed that: The transcomplex management that must predominate in government institutions requires a holistic conception, where all officials are able to see the parts that make up the whole and the whole from the parts of the institution; assuming its work action according to what was planned, with the aim of adjusting to the dynamic, complex, and innovative context of technologies. It was concluded: With the need to establish a transcomplex management, which advocates for a holistic and inclusive conception of the different managerial knowledge, which will consolidate a transcomplex organizational structure, where the unit that should predominate in these institutions, depends on it. and of its entirety.

Descriptors: Transcomplex management, humanistic vision, management processes, government institutions.

Biographical Review: Master in Public Management Ezequiel Zamora University (UNELLEZ). Agricultural Engineer (UNELLEZ). Professional Evaluator (Asaprove). Pharmacy assistant. Inspector Engineer Banco Bicentenario Achaguas Apure State. Business Manager (E) Hospital Pharmacy Plus C.A.