

Lic. Ylde Yulkary Joves Quintero

“Bolivarian Service of National Intelligence (SEBIN)

Email: yulkaryjoves@gmail.com

ORCID code: <https://orcid.org/0009-0008-0337-9745>

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Importance of Management Studies in the Promotion of operational public officials

ABSTRACT

The promotion of operational officials to management roles in the public sector is a fundamental practice for organizational strengthening. The main objective of this study was to analyze the importance of management studies in the promotion of operational public officials. A qualitative methodology was used based on the hermeneutic method and documentary research. Data collection included a review of academic literature, analysis of institutional documents and interviews with experts in public management. The analysis was carried out through thematic coding and the hermeneutic circle, ensuring a deep and contextualized understanding of the data. The findings reveal that management studies are essential to prepare operational officials for leadership roles. Authors such as Kotter and Mintzberg highlight the need to develop leadership, change management and practical skills. Kotter emphasizes a structured theoretical approach, while Mintzberg advocates training based on experience and practical reflection. Both approaches agree on the importance of comprehensive training that combines theory and practice. Management studies provide the necessary tools for new managers to meet management challenges and lead effectively. The combination of theory and practice, adaptation to the organizational context and focus on continuous development are key elements for effective management training. Promoting well-prepared operational officers has significant benefits for both the organization and individuals, improving operational efficiency and team cohesion.

Descriptors: Studies, management, promotion, officials, operational publics

Biographical Review: : I completed my studies in Diversified Basic and Secondary Education (1997) and part of my degree in Systems Engineering (Year 2000, not completed). In San Antonio del Táchira. In 2000 at the Bolivarian University of Venezuela, obtaining the title of Higher University Technician and the Bachelor's Degree in Public Health Management in 2009. I worked in the General Directorate of the Ministry of Popular Power for Internal Relations and Justice until completing the National Security and Defense Analyst course, and the Intelligence and Counterintelligence course in the former General Directorate of Intelligence and Prevention Services – DISIP, from there I began my work in that prestigious Institution to date.