



Universidad Nacional Experimental de los Llanos
Centrales
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Centro de Estudios E Investigación (CEIACERG)



Depósito Legal Número: GU218000006
ISSN: 2610-816X



Volumen 8 Número 1 Enero a Julio 2025 Revista Semestral- Venezuela

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How to cite this article: "David Rafael Pérez España. Organizational Values And Managerial Culture In Venezuela: An Approach To Sociocultural Reconstruction. (2025), (1,14)

Received: 14/08/2024 Revised: 15/08/2024 Accepted: 16/09/2024

Organizational Values And Managerial Culture In Venezuela: An Approach To Sociocultural Reconstruction

ABSTRACT

The present study aimed to analyze the relationship between organizational values and managerial culture in the Venezuelan context, and how these dimensions can contribute to the sociocultural reconstruction of the country. The methodology used was bibliographical documentary type, based on the review of relevant literature on theories of organizational values, managerial culture and sociocultural reconstruction. The proposals of authors such as Hofstede (2001), Trompenaars and Hampden-Turner (2012), Freire (1970) and Chiavenato (2017) are examined, who offered key approaches on the integration of these concepts in the organizational and social context. The results show that organizational values, such as ethics, solidarity and social responsibility, are essential to strengthen trust in institutions and foster social cohesion in Venezuela. Furthermore, an adaptive management culture, which values flexibility and inclusive decision-making, is presented as an effective mechanism to face the country's uncertainty and structural challenges. The interaction between these two elements results in an organizational model that not only benefits institutions, but also has a positive impact on social reconstruction. In the discussion, the synergy between organizational values and cultural management is highlighted as a key path to social transformation. The conclusions indicate that strengthening these aspects can generate sustainable change processes that contribute to the regeneration of Venezuelan society, with an ethical and equitable approach.

Descriptors: Organizational Values, Culture, Managerial, Venezuela, Approach, Sociocultural Reconstruction

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