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Training and management of human talent in the promotion process of administrative and worker personnel in Venezuelan state security organizations.

ABSTRACT

The study entitled Training and management of human talent in the promotion process of administrative and worker personnel in Venezuelan State security organizations aimed to analyze the training and management strategies of human talent applied in the promotion process, highlighting their impact on the professionalization of personnel and the efficiency of security organizations. The research, of a documentary and bibliographical nature, was based on the analysis of legal regulations, official reports and relevant academic literature, supported by authors such as Chiavenato (2011) and Alles (2006). The results showed that the shortcomings in training programs and in the transparency of promotion processes generate inequities and demotivation in staff. Likewise, the lack of a comprehensive approach that articulates technical skills, ethical values and leadership competencies was identified. In the discussion, it was emphasized that education plays a crucial role in addressing these deficiencies, raising the need to integrate adaptive and contextualized training models. The conclusions highlight that efficient management of human talent, combined with transparent and meritocratic promotion processes, can strengthen institutional stability and organizational performance. In addition, the implementation of an innovative educational framework that promotes comprehensive competencies, fosters ethical commitment and strengthens organizational cohesion is suggested. In summary, this approach contributes to consolidating more effective security organizations that are adapted to contemporary challenges.

Descriptors: Training, Management, Talent, Human, Process, Promotion, Administrative Staff, Labor, Organizations, Security, Venezuelan State.

Biographical Summary: Administrator, graduated from UNESR, Specialist in Business Management, graduated from the Santa María University, and Lawyer graduated from the Bicentennial University of Aragua, with almost 29 years of experience in DISIP / SEBIN, institutional career: areas of Administration, Human Resources, Investigations, Evaluation Board and currently Personalities, Specialization courses in Systems, Public Budget, Criminology and Criminal Law among others.