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Lcda. Karla Montanez

Foundation for the Development of Science and Technology in the state of Yaracuy -

FUNDACITE Yaracuy

Email: karlamontanez08@gmail.com

Código ORCID: <https://orcid.org/0009-0000-6936-9090>

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Strategies For Strengthening Managerial Competencies In Public Administration Employees

ABSTRACT

The present investigation had as objective, to analyze strategies for the strengthening of managerial competencies in employees of the Public Administration. As theoretical bases it was based on the following; Managerial competencies, Human resource management in organizations, Public sector and strategies. Methodologically, the investigation is based on a quantitative and therefore positivist paradigm framed in a descriptive analytical study with a non-experimental design, with a population of 30 public servants of national organizations based in San Felipe, Yaracuy state, as a data collection technique a questionnaire with a Likert scale was applied, which was validated by three (03) content experts and its reliability was measured by Cronbach's alpha which reached 0.91, considered as highly reliable. Once the survey was tabulated, the ANOVA variance matrix was applied, with significance levels of 0.05 which resulted in a theoretical F value (2.8608) higher than the critical value (2.6896). This is why the results obtained showed that there are weaknesses in the application of the aforementioned strategies, since they are not used permanently and in most of the cases found, they are not put into practice, which is why it is concluded that the Human Resources Management of organizations must apply strategies to improve managerial skills in public employees and obtain better job performance by acquiring skills and abilities that contribute to their immediate responsibilities.

Descriptors: Human Resources, Managerial Skills, Organization, Strategies.

Biographical Summary: Graduated in Business Administration from UPTYAB, currently holding the position of Director of Human Resources at the Foundation for the Development of Science and Technology in the state of Yaracuy.