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The organizational climate as a key factor to optimize the work performance of employees

ABSTRACT

The development of this research focuses on the weaknesses of workers through the organizational climate that negatively influence the work performance of workers. The importance of this research is focused on describing the organizational climate as a key factor to optimize the work performance of employees of Fundacite Yzacuy, located in the industrial zone of Independence, Yzacuy State, for which it was necessary to diagnose the factors that currently determine the organizational climate, the level of productivity and analyze the key factors of the organizational climate that affect the efficient production of employees. Its theoretical bases are oriented in the concepts of organizational climate, factors of the organizational climate, employees, teamwork and job performance. Methodologically, a qualitative paradigm was used with the modality of "field research", "descriptive" type, with the application of an interview type survey with direct observation to a sample of 36 active workers of Fundacite Yzacuy, where the information was processed to calculate the data provided by the employees of the company. Based on the data obtained from the application of the interview survey, it can be concluded that the employees under investigation are partially motivated since, despite having technological tools, organization of their functions and responsibilities for each job, the remuneration they receive is not sufficient to cover their economic expenses, which makes the economic aspect a factor generating dissatisfaction. It is recommended to apply the remuneration, reward and recognition model for Fundacite Yzacuy workers as a strategy

Descriptors: Organizational Climate, Employees, Organizational Climate Factors, Job Performance, Teamwork and Recognition.

Biographical Review: Graduate in Administration with a Management Mention, graduated from the Fermín Toro University, Cabudare, Lara State with a Diploma in Labor Legislation at the Ibero-American Center for Academic Development, with more than 30 years of experience in the Administrative and Accounting sector in both public companies. as private. She currently holds the position of General Director of Administrative Management of Fundacite Yzacuy.