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Evaluation of Workers' Performance as Tools for Their Work Efficiency

ABSTRACT

The objective of this research was to analyze the evaluation of workers' performance as a tool for their work efficiency. It was proposed within the positivist paradigm, under the modality of a quantitative, descriptive field research, with a non-experimental design. The population under study was made up of thirty (30) workers from different state and national public organizations located in San Felipe, Yaracuy state, the sample being equal to the chosen population, which is why it is considered census. Regarding the technique and instrument for collecting data, the survey and the development of a questionnaire on job performance were chosen, proceeding to operationalize the variable in dimensions and indicators, consisting of a total of 15 items with a Likert scale of five response alternatives: "always", "almost always", "sometimes", "almost never" and "never". Likewise, the content validity of the job performance instrument was considered through review by three (03) experts in the area. The reliability of the instrument was then calculated using Cronbach's Alpha coefficient, which reached a coefficient of 0.89, which translates into high reliability. To analyze the results, the ANOVA variance matrix was applied, with significance levels of 0.05. The result obtained showed weaknesses in the execution of performance evaluations for workers, since the following factors: Adaptability, Attendance and Punctuality, Responsibility, Motivation, Discipline, Cooperation and Initiative, which affect performance evaluation, do not have the same weighting due to the conditions that may occur in current work environments in organizations.

Descriptors: Performance evaluation, factors, variance analysis and work efficiency.

Biographical Summary: Graduate in Education with a Major in Agriculture from UNESR, currently holding the position of Human Resources Analyst at the Foundation for the Development of Science and Technology in the state of Yaracuy.