

Human Talent Diaspora as a Crisis-Generating Factor from the Hermeneus of Managerial Administrative Development.

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ABSTRACT

The article constrained as a general purpose: Understanding the diaspora of human talent as a crisis-generating factor from the hermeneutics of managerial administrative development, at the National Experimental University "Simón Rodríguez" Roscio municipality, Guárico State. It was affirmed in the general theory of Fayol's administration (1949), Maslow's theory of organizational behavior (1943), and Zelinsky's migration theory (structural approach) (1971). It was supported under the interpretive paradigm, with a hermeneutic-phenomenological method, under a qualitative approach, for the collection of information: observation and semi-structured interview, as a scenario the University "Simón Rodríguez" Roscio-Guárico, the key informants were 3. It was executed through categorization, structuring, triangulation and contrast. Therefore, the results revealed: diaspora or emigration has a significant impact on institutions, businesses, and companies; workers often resign without notice; these emigrants have been shown to be highly skilled professionals in their fields or areas, resulting in a significant talent drain. Also, when they leave their jobs, they weaken the organizational structure, causing crises due to a lack of qualified personnel who lack the necessary level of experience and knowledge. In summary, the growing deterioration and frustration of not being able to build a better future for their families are the main reasons driving many people to emigrate in search of better working conditions and higher pay. These professionals are forced to accept low-profile jobs that do not align with their training or experience acquired in their country of origin.

Descriptors: Diaspora; Human Talent; Administrative Development; Crisis; Migration.

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