A systematic procedure to combine the integral management systems in a services sector Company

Ramírez Molina, Reynier Israel; Avendaño Villa, Inirida; Aleman Escobar, Luis Santiago; Lizarazo Barrera, Caterine Lisbet; Ramírez Molina, Ramineth Joselin; Cardona Jaramillo, Yudy Patricia

Abstract

The purpose of this research was to describe the social responsibility principles used for the strategic management of human talent in public health organizations, from a quantitative descriptive epistemological approach and field. The technique used to collect data was a survey in the form of a structured questionnaire of 12 items, with an ordinal scale. It was applied to the 21 directors of hospitals type 4 from public health organizations in Venezuela, part of the national public health system (SPNS). The study concluded that the principles of social responsibility are absent in the strategic management of human talent. Labour standards are often disregarded, disadvantaging the principles of anticorruption, human rights and the environment.

Keywords

Gestión estratégica del talento humano, Organizaciones de salud pública, Principios de responsabilidad social, principles of social responsibility, Public health organization, Strategic management of human talent.