

Mas Alla De La Capacitacion

Evaluación del impacto de la capacitación en la productividad evaluacion de la capacitacion en las organizaciones El Monitor de la educación común Aperçu Des Moyens de Formation Pour Le Développement Industriel Cuba, organización de la educación, 1975-1977 Educación Y Capacitación Cuba, Organización de la Educación, 1983-1985 El impacto de la capacitación Annual Report Cuba, organización de la educación, 1981-1983 Directory of Training Courses in Family Planning and Maternal and Child Health Educación común en la capital, provincias y territorios nacionales Ética Cuba, organización de la educación Boletín bibliográfico Proceedings Revista de economía y finanzas La Educación Cuba, organización de la educación, 1976-1978 Jesús Carlos Reza Trosino Cuba. Ministerio de Educación Food and Agriculture Organization of the United Nations. Documentation Center Ana Orozco Francia Inter-American Institute for Cooperation on Agriculture Consejo Nacional de Educación (Argentina) Wilhelm Wundt Universidad Nacional Mayor de San Marcos. Biblioteca Cuba

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presenta diversos modelos metodológicos de evaluación del impacto de los programas de formación en la productividad de las empresas la autora de éste documento con base en su formación como psicóloga organizacional argumenta que existe información y contenidos vinculados con el proceso de capacitación y medición de sus resultados con los que regularmente las empresas instituciones u

organizaciones se apoyan para diseñar elaborar y aplicar una metodología para la medición de los resultados de sus programas de capacitación dado que desconoce la existencia de alguna metodología con recursos estandarizados que resulte aplicable a cualquier empresa sin interesar sus características giros comerciales dimensión física número de colaboradores o ubicación geográfica con la intención de ofrecer una alternativa práctica y sencilla adaptable a condiciones de trabajo estructura organizacional características del personal y los objetivos que se desean lograr en la empresa objeto de estudio con base en datos bibliográficos y experiencia de la autora se desarrolló y aplicó una metodología para medir el impacto del programa de formación gerencial en los participantes de la empresa operadora palancar sa de cv en cozumel quintana roo méxico la metodología se encuentra fundamentada en cuatro componentes 1 pedagógico 2 filosófico 3 social y 4 evaluativo donde se incluyen principalmente la justificación del proyecto los diferentes instrumentos de evaluación utilizados beneficios soporte referencial y teórico descripción detallada y aplicación práctica de la metodología y finalmente los resultados obtenidos con sus conclusiones y recomendaciones

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