Abstract

The aim of this paper is to analyze the competences and the job performance of the managers in the autonomous institutions of the local government of Mara. In order to do so we first identify the types of competences, the conditions needed for their development and the levels of competence. Then, we describe the factors that influence the managers’ attitude towards the design of strategic guidelines focused on training and job performance. The method of research we used was descriptive, of field, transeccional, and no-experimental. For the data collection we used a Likert scale questionnaire consisting of 38 items, with five options each. It was applied to thirty-one people who work in the institutions considered as objects of study. To validate the questionnaire it was submitted to six experts in the field of management sciences. We used the Cronbach’s alpha coefficient to estimate the reliability of the questionnaire getting a result of 0.948. We used descriptive statistics in the Analysis of the results.

Keywords

Competences, working performance, public administration, managers.