

Relationship between the organizational climate and the work performance of workers in the District Municipality of Alto Larán, province of Chincha

Pachas Barrientos, Luz Milagros

Universidad Privada San Juan Bautista, Peru

luz.pachas@upsjb.edu.pe

<https://orcid.org/0000-0001-5932-039X>

Abstract

The present research work was carried out in the district municipality of Alto Larán in the province of Chincha. The approach was quantitative of correlational type and had as main objective to determine the relationship between the organizational climate and work performance of the collaborators. It concludes by pointing out that the organizational climate of the district municipality of Alto Larán is directly related to the work performance presented by workers, determining that there is a statistically significant correlation of 0.823 (Pearson's rho). If the coefficient of variability (r^2) is considered, it is assumed that work performance is determined by 67.7% by the organizational climate in the district municipality of Alto Larán.

Keywords: Organizational climate - work performance

I. Introduction

The study referring to the relationship between the organizational climate and the work performance of workers in the district municipality of Alto Larán, province of Chincha, is important insofar as it clarifies the interdependence of these variables in the context of a public body. It is noteworthy that municipalities, such as the one in the sample, provide services to the inhabitants of a jurisdiction, and these should be effective. Many times this does not happen.

At present and worldwide, the organizational climate becomes especially relevant in an increasingly globalized and competitive world, in which aspects of the organizational climate can become differentiating factors that enable an organization to be more successful than its competitors. This is confirmed in the business and institutional environment, that over the last few years in all of them a series of strategies have been implemented to generate an adequate organizational climate, which allows the worker to

develop all their skills, abilities, knowledge, interpersonal relationships and intellectual capacities.

All this contributes and leads to the achievement of the objectives of the organization.

Traditionally, organizational climate has been seen as secondary and irrelevant. The main concern of the responsible areas in some institutions has been limited to the administration of staff and collective labor relations.

Even today there are some organizations operating under this traditional approach. This shows that the success or failure of organizations will depend to a large extent on the degree of perception that workers have regarding their jobs and the entity. But to achieve this, all the necessary conditions have to be generated to carry out their work.

Then the organizational climate becomes a crucial aspect, since the success of organizations and institutions will depend largely on it, adding to it human talent. The latter implies a lot in achieving

the objectives of organizations. In this way the organizational climate becomes the strategic partner of all other areas.

This research focused not only on organizational climate, but also on job performance. It is recognized that the organizational climate is the cornerstone of the organization, since it has a direct relationship with work performance and this, in turn, determines the achievement of organizational objectives. However, when there are unevenness in the productivity of employees and workers in the municipality of Alto Larán, it is necessary to know what are the predominant factors that influence.

1.1 Formulation of the problem

1.1.1 General problem

How much is the organizational climate related to the work performance of workers in the district municipality of Alto Larán, province of Chincha?

1.1.2 Specific problems

- How is the organizational climate in the district municipality of Alto Larán, province of Chincha?
- What degree of quality does the work performance of workers in the district municipality of Alto Larán, province of Chincha present?
- What is the degree of relationship between the organizational climate and the level of professional skills presented by workers in the district municipality of Alto Larán, province of Chincha?
- What is the degree of relationship between the organizational climate and the technical-operational skills presented by workers in the district municipality of Alto Larán, province of Chincha?
- What is the degree of relationship between the organizational climate and social competencies presented by workers in the district municipality of Alto Larán, province of Chincha?

2. Objectives

2.1 General objective

To elucidate the degree of relationship that exists between the organizational climate and the work performance of workers in the district municipality of Alto Larán, province of Chincha.

2.2 Specific objectives

- Determine the type of organizational climate in the district municipality of Alto Larán, province of Chincha.
- Determine the level of quality presented by the work performance of workers in the district municipality of Alto Larán, province of Chincha.
- Determine the degree of relationship between the organizational and the level of professional skills presented by workers in the district municipality of Alto Larán, province of Chincha.
- To determine the degree of relationship between the organizational climate and the technical-operational skills presented by workers in the district municipality of Alto Larán, province of Chincha.
- To determine the degree of relationship between the organizational climate and the social competencies presented by workers in the district municipality of Alto Larán, province of Chincha.

3. Hypothesis

The hypotheses constitute within the research the reasoned conjectures that subject to empirical verification. Therefore, the research had the following hypotheses:

3.1 General hypothesis

The work performance of workers in the district municipality of Alto Larán, province of Chincha, is conditioned by the existing organizational climate.

3.2 Specific hypotheses

- There is a predominance of a type of organizational climate in the district municipality of Alto Larán, province of Chinchá.
- There is a significant degree of quality in the work performance of workers in the district municipality of Alto Larán, province of Chinchá.
- The organizational climate is significantly related to the level of professional skills presented by workers in the district municipality of Alto Larán, province of Chinchá.
- The organizational climate is significantly related to the technical-operational skills presented by workers in the district municipality of Alto Larán, province of Chinchá.
- The organizational climate is significantly related to the social competencies presented by workers in the district municipality of Alto Larán, province of Chinchá.

4. Methodology

4.1 Research approach

The research approach is quantitative

This study responds to the quantitative paradigm with a hypothetical deductive methodological approach. The quantitative approach of the research puts a positivist, hypothetical-deductive, objective, particularistic and results-oriented global conception to explain certain phenomena. It develops more directly in the task of verifying and verifying theories by means of representative sample studies. Applies tests, interviews, questionnaires, scales to measure attitudes and objective measures, using instruments subjected to validation and reliability tests. In this process he uses statistical techniques in data analysis and generalizes the results.

4.2 Type of research

The type of research used is descriptive

According to the purposes of the research, it collects data in a single moment, in a single time.

Its purpose is to describe variables, and analyze their incidence and interrelation at a given time, with the aim of investigating the incidence and values in which it manifests itself in one or more variables.

The procedure consists of measuring in a group of people an or—usually

— more variables and provide their description. It is, therefore, a purely descriptive study that has established descriptive hypotheses. In our case, it is a systematic and empirical research in which the independent variable is not manipulated because it has already happened. The inferences about the relationships between variables were made without intervention or direct influence, observing these relationships as they have occurred in their real context.

4.3 Research design

The research design used is correlational

"Correlational research is a type of study that aims to evaluate the relationship that exists between two or more concepts, categories or variables (in a particular context). Quantitative correlational studies measure the degree of relationship between these two or more variables. That is, they measure each allegedly related variable and then also measure and analyze the correlation. Such correlations are expressed in hypotheses submitted for approval. (Hernandez, Et. Al ,2010)

Method: Analytical - Synthetic

The method is defined as the "set of procedures that must be followed rigorously to obtain valuable information for the purposes of research" (Sabino, 1992)

In research, the method conditions the design of the research. In such a way that the method to be used in the present research is the essentially empirical positivist. The hypothetical-deductive procedure was used, since we start from a general basic theory that supports the condition of the variables studied. Then it was hypothesized, to finally collect empirical data to explain the

concrete reality of the workers of the municipality of Alto Larán -Chincha.

4.4.1 Population

N = Workers : 132

4.4 Population and sample

4.4.2 Sample : 132 Workers

Table 1. Description of the Sample

Workers	Area Chiefs and Sub Heads	Total
100	32	
Application instrument 01	Implementation Instrument 02	of 132

- Census-type census display, for convenience.
- Non-probabilistic sample.

- "Perception of organizational climate" and Questionnaire n°2
- "Perception of job performance"

4.5 Information collection techniques and tools

Technique: Survey.

It is an empirical procedure par excellence, the most primitive and at the same time the most used.

It is the method by which a concrete and intensive relationship is established between the researcher and the social fact or social actors, from which data are obtained that are then synthesized to develop the research. From this point of view of social research techniques, the survey is a procedure for collecting data and information that consists of using questionnaires that measure present social realities. The survey focuses on the organizational climate and work performance of workers in the Municipality of Alto Larán.

Instruments: Questionnaire

The questionnaires were designed taking into account the variables and dimensions studied. Being the following: Questionnaire N°1

5. Results

5.1 Validity and reliability of instruments.

5.1.1 Validity

Content validation was carried out through expert consultation. In this regard, Hernández et al. (2010, p. 204) mentions: "Another type of validity that some authors consider is the validity of experts or face validity, which refers to the degree to which apparently a measurement instrument measures the variable in question, according to "qualified voices". It is linked to the validity of content and, in fact, was considered for many years as part of it."

On the basis of the validation procedure described, the experts considered the existence of a close relationship between the criteria and objectives of the study and the constituent items of the two instruments for collecting information. They also issued the results shown in Table 2.

Table 2. Level of validity of questionnaires, depending on the type of experts

Experts	Level of organizational climate		of Job performance	
	Score	%	Score	%
1. Dr. Victor Bendezú Hernández	88	88 %	86	86 %
2. Dr. Maribel Cecilia Rangel Magallanes	90	90 %	85	85 %
3. Dr. Rubén Flores Rosas	87	87 %	88	88 %
Average rating	88	88 %	86	86 %

Source: Expert Opinion Tools

The resulting values after tabulating the rating issued by the experts, both of the organizational climate and of work performance, to determine the

level of validity, can be understood through the following table.

Table 3. Values of validity levels

Values	Level of validity
91-100	Excellent
81-90	Very good
71-80	Well
61-70	Regular
51-60	Deficient

Source: Cabanillas (2004, p. 76).

Given the validity of the instruments by expert judgment, where Questionnaire No. 1: Organizational climate obtained a value of 88% and Questionnaire No. 2: Work performance obtained the value of 86%, we can deduce that both instruments have a very good validity.

5.1.2 Reliability of instruments: internal consistency

The criterion of reliability of the instrument, measures the degree of internal consistency and

precision in the measurement, the greater precision in the measure less error. That is, the instrument applied at two or more consecutive times must give the same or similar results.

The Cronbach alpha coefficient.- Developed by J. L. Cronbach, which requires a single administration of the measuring instrument and produces values ranging from zero to one. It is applicable to scales of several possible values, so it can be used to determine reliability in scales whose items have as an answer more than two alternatives.

The scale of values that determines reliability is given by the following values:

Unreliable 0

Low reliability 0.01 to 0.49

Moderate reliability 0.5 to 0.70 Strong reliability 0.71 to 0.89 Very strong reliability 0.9 to 1

Reliability test of Questionnaire N°1: "Perception of Organizational Climate"

For the reliability test, Questionnaire No. 1: "Perception of Organizational Climate", Cronbach's Alpha statistical test was applied; According to Hernandez

Sampieri (2010) reliability is defined as the degree to which a test is consistent in measuring the variable it measures.

Cronbach's alpha formula:

$$\alpha = \frac{K}{K - 1} \left[1 - \frac{\sum S^2}{S_T^2} \right]$$

Where:

- K: The number of items
- $\sum Si^2$: Summary of Item Variances
- S_T^2 : Variance of the sum of the Items
- α : Cronbach's alpha coefficient

To obtain the reliability of the instrument, the Questionnaire "Perception about organizational climate" applied to the sample, of the workers of the municipality of Alto Larán, who are not part of the sample, but of the population, then the steps were followed:

a) A pilot sample of 30 workers from the district municipality of Alto Larán province of Chincha was determined.

(b) The peer-reviewed checklist was applied to the sample.

c) The results obtained through the application of the statistical software SPSS V19.0 for reliability analysis are as follows:

Table 4. Questionnaire N° 1 "Perception of organizational climate"

Alfa de Cronbach	N of elements
0,907	20

d) Applying the questionnaire of 20 items to a pilot sample of 30 workers of the district municipality of Alto Larán province of Chincha, an alpha value of 0.907 is obtained, this value indicates that the test has high internal consistency. The sample obtained for the application of the reliability test was taken from the population.

5.2 Presentation and analysis of results

Descriptive analysis of the organizational climate of the workers of the District Municipality of Alto Larán province of Chincha

At the organizational level, it is generally referred to as organizational climate or work environment. The organizational climate has a significant effect on the work performance of employees. In that sense, according to what is shown in the table and

In fact, it can be established that 26% of the collaborators perceive the organizational climate as "Excellent", while 33% of the total sample perceive the climate in the municipality as "Good". Likewise, 18% of the workers of the Municipality rate it as "Regular", while 23% qualify it as "Deficient".

Table 5. Perception of organizational climate

Scale	Frequency	Percentage	Valid percentage	Cumulative percentage
Excellent	35	26.5%	26%	26%
Well	43	32.6%	33%	59%
Regular	24	18.2%	18%	77%
Deficient	30	22.7%	23%	100%
Total	132	100.0%	100%	

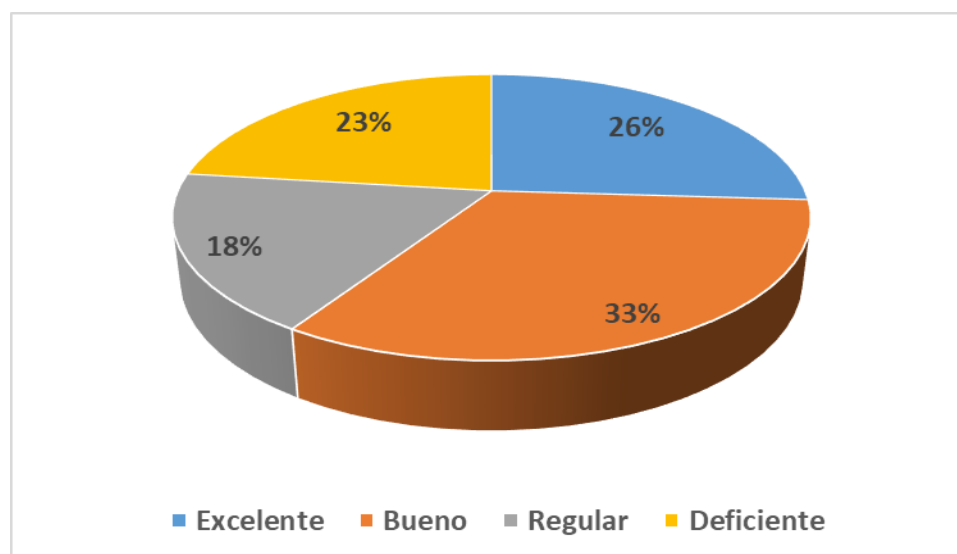


Figure 1. Perception of Organizational Climate

Descriptive analysis of the motivation of the workers of the District Municipality of Alto Larán province of Chincha

The questionnaire was applied to the collaborators, determining that the motivation is at

a "Regular" level, according to 34% of the respondents; Likewise, 21% said that the motivation is "Deficient", while 20% of the sample studied, indicates that the level of motivation of the collaborators is "Good" and 25% qualify as "Excellent".

Table 6. Perception about the level of Motivation

Scale	Frequency	Percentage	Valid percentage	Cumulative percentage
Excellent	33	25.0%	25%	25%
Well	26	19.7%	20%	45%
Regular	45	34.1%	34%	79%
Deficient	28	21.2%	21%	100%
Total	132	100.0%	100%	

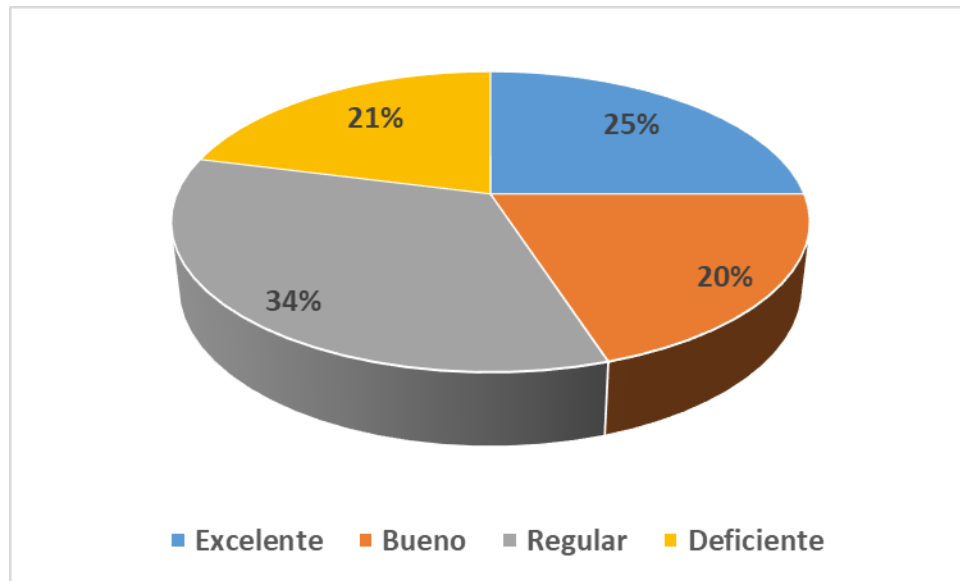


Figure 2. Perception about the level of Motivation

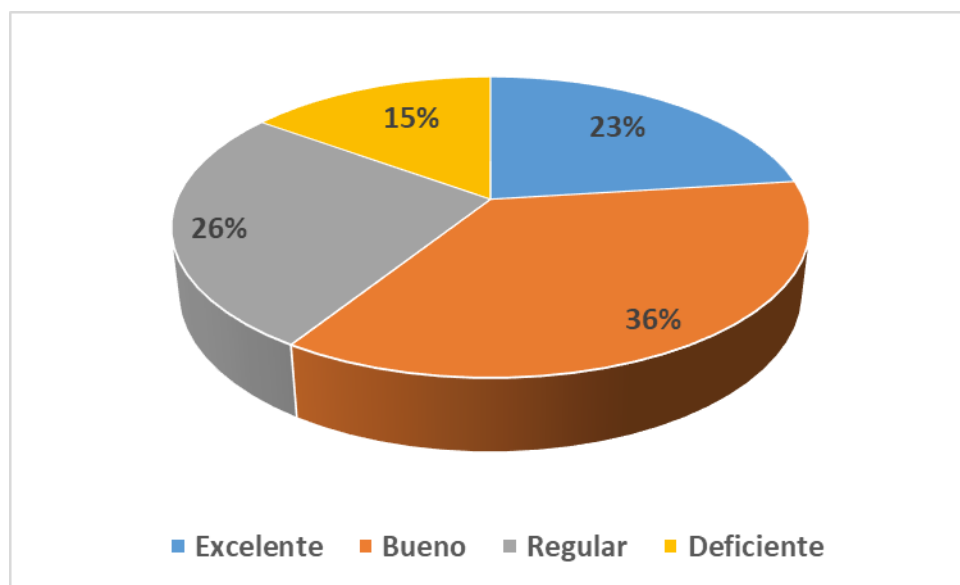
Descriptive analysis of the empathy of the collaborators of the District Municipality of Alto Larán province of Chincha

The questionnaire was applied to the collaborators, who evaluated the empathy they

perceived in their colleagues, that 36% are at a "Good" level, while 23% of the respondents, expressed that this is at an "Excellent" level, while 26% of the respondents rated that empathy is at a "Regular" level and 15% state that it is "Deficient".

Table 7. Perception of the level of empathy

Scale	Frequency	Percentage	Valid percentage	Cumulative percentage
Excellent	30	22.7%	23%	23%
Well	48	36.4%	36%	59%
Regular	34	25.8%	26%	85%
Deficient	20	15.2%	15%	100%
Total	132	100.0%	100%	

**Figure 3.** Perception of the level of empathy

Descriptive analysis of the managerial leadership, of the collaborators of the District Municipality of Alto Larán province of Chinchá

The questionnaire was applied to employees in order to assess managerial leadership. According

to the results, it has been determined that 26% of employees perceive that managerial leadership is deficient, while 24% of respondents perceive it as "Regular". In the other extreme, 22% rate it as "Excellent" and 28% rate it as "Good".

Table 8. Perception of managerial leadership

Scale	Frequency	Percentage	Valid percentage	Cumulative percentage
Excellent	29	22.0%	22%	22%

Well	37	28.0%	28%	50%
Regular	32	24.2%	24%	74%
Deficient	34	25.8%	26%	100%
Total	132	100.0%	100%	

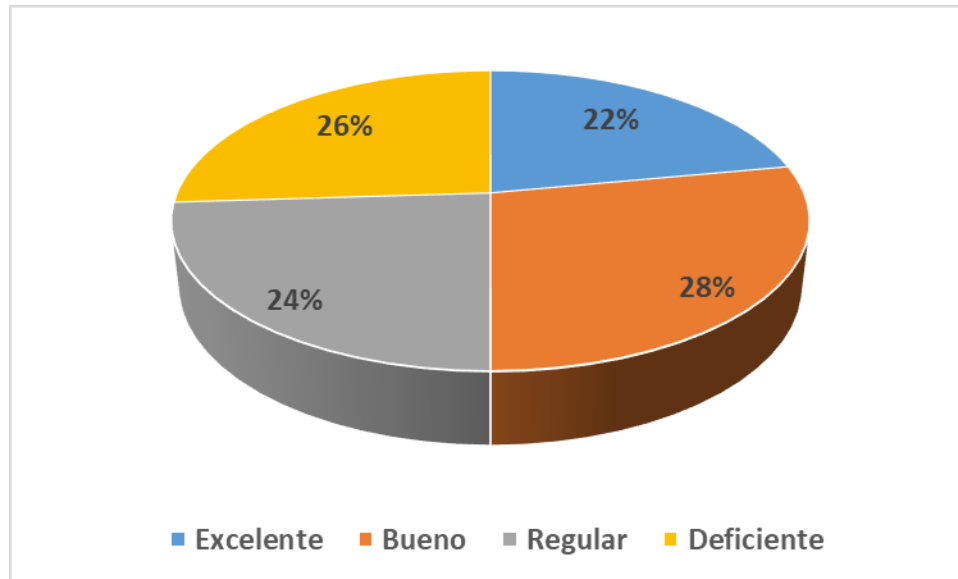


Figure 4. Perception of managerial leadership

Descriptive analysis of the work environment in the district municipality of Alto Larán province of Chincha

The questionnaire was applied to the employees in order to obtain their perception of the work

environment. According to the results, it has been determined that 28% of employees perceive that the work environment is deficient, while 22% of respondents perceive it as "Regular". At the other extreme, 25% rate it as "Excellent" and 25% rate it as "Good".

Table 9. Perception of the work environment

Scale	Frequency	Percentage	Valid percentage	Cumulative percentage
Excellent	29	25.0%	25%	25%
Well	37	25.0%	25%	50%
Regular	32	22.2%	22%	72%
Deficient	34	27.8%	28%	100%
Total	132	100.0%	100%	

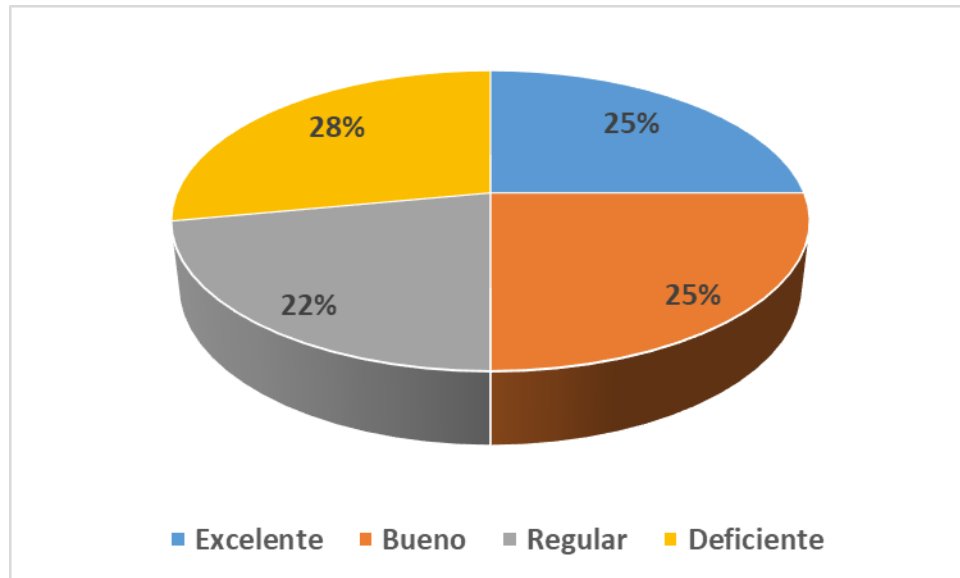


Figure 5. Perception of the work environment

Descriptive analysis of work performance of employees of the district municipality of Alto Larán province of Chíncha

The work performance and the performance that the collaborator manifests when performing the main functions and tasks required by his position in the specific work context of action, which allows demonstrating his suitability. The questionnaire was applied to the heads of the

various areas that the municipality has, according to the results obtained from the survey, 29% of respondents rated work performance as "Excellent"

, while 19% rated it as "Good", while 21% of the bosses surveyed rated it as "Regular", while 31% stated that the work performance of workers in the district municipality of Alto Larán province of Chíncha is "Deficient".

Table 10. Perception of job performance

Scale	Frequency	Percentage	Valid percentage	Cumulative percentage
Excellent	9	28.1%	29.0%	29%
Well	6	18.7%	19.0%	28%
Regular	7	21.8%	21.0%	59%
Deficient	10	31.2%	31.0%	100%
Total	32	100.0%	100%	

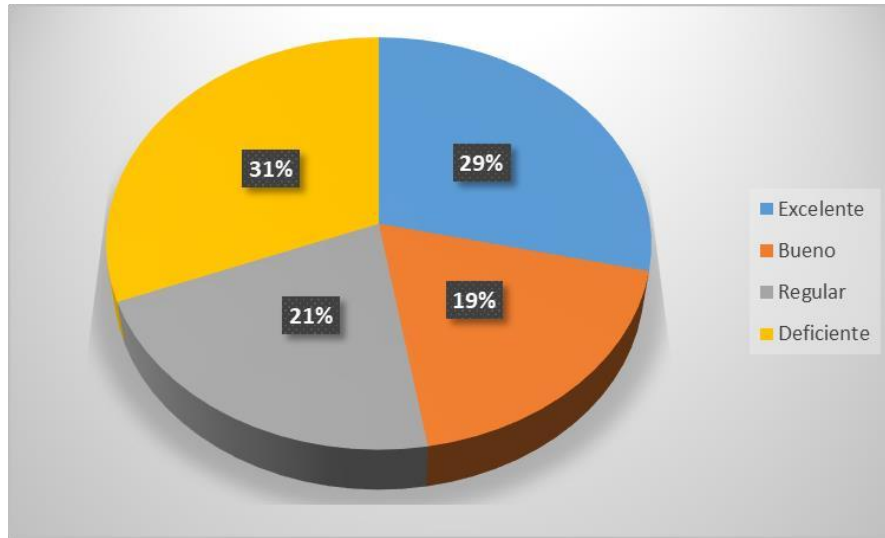


Figure 6. Perception of job performance

Descriptive analysis of the professional skills of the collaborators of the district municipality of Alto Larán province of Chincha.

The questionnaire was applied to the heads of area to evaluate the professional skills of the collaborators of the Municipality of the district of

Alto Larán, after applying the instrument, weakness was found in this indicator, since the results show that 37% qualified as "deficient" the professional skills that the collaborators have, also 19% qualified it as "fair", while 19% rate as "good", while 25% rate as "Excellent" the professional skills of employees.

Table 11. Managers' perception of professional skills

Scale	Frequency	Percentage	Percentage valid	Percentage accumulated
Excellent	8	25.0%	25.0%	25%
Well	6	18.7%	19.0%	44%
Regular	6	18.7%	19.0%	63%
Deficient	12	37.5%	37.0%	100%
Total	32	100.0%	100%	

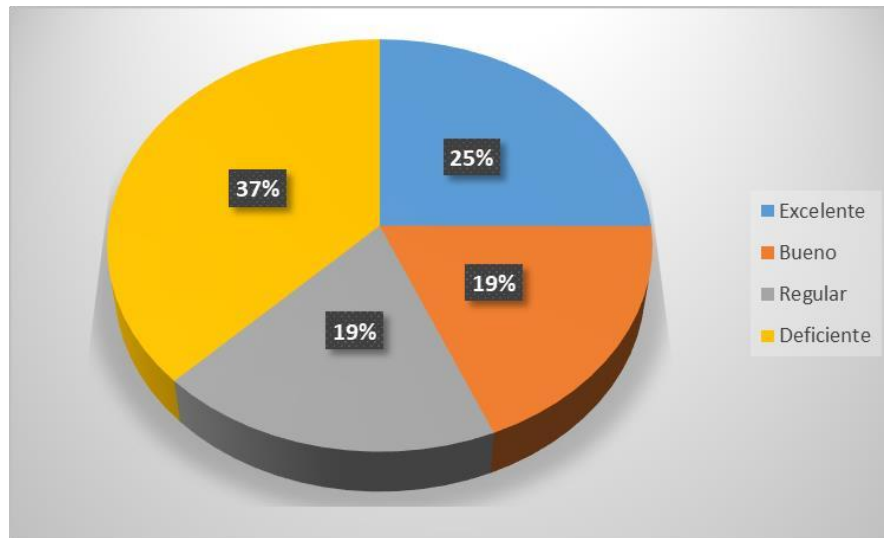


Figure 7. Managers' perception of professional skills

Descriptive analysis of the technical operational skills of the collaborators of the District Municipality of Alto Larán province of Chíncha

The questionnaire was applied to the heads of the areas, so that they can evaluate the operational technical skills of the collaborators, determining

that 37% of the total manifests that the operational technical skills shown by the collaborators of the municipality are "Deficient", while 22% said that they are at a "regular" level, while 19% state that it is at a "good" level. while 22% of all employees have an "Excellent" level of technical operational skills.

Table 12. Managers' perception of operational technical skills

Scale	Frequency	Percentage	Percentage valid	Percentage Accumulated
Excellent	7	21.8%	22.0%	22%
Well	6	18.7%	19.0%	41%
Regular	7	21.8%	22.0%	63%
Deficient	12	37.5%	37.0%	100%
Total	32	100.0%	100%	100%

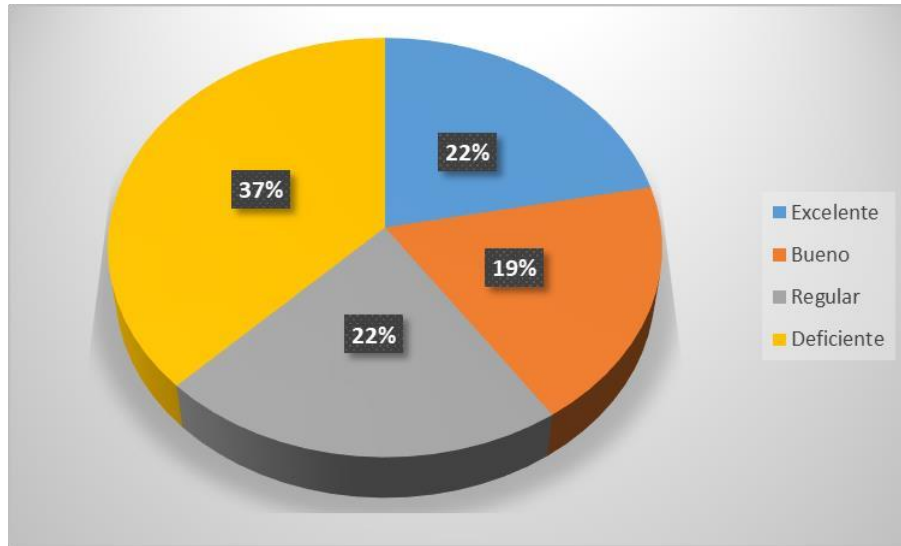


Figure 8. Managers' perception of operational technical skills

Descriptive analysis of the social competences of the workers of the District Municipality of Alto Larán province of Chincha

The questionnaire was applied to the heads of areas of the municipality to evaluate the social

competences presented by the collaborators, determining that 19% qualified as "Good" in their social competences, while 19% qualified as "Excellent". While 31% qualified as "Regular", also 31% qualified as "Deficient" in their social competences.

Table 13. Bosses' perception of workers' social competences

Scale	Frequency	Percentage	Percentage valid	Percentage Accumulated
Excellent	6	18.7%	19.0%	19
Well	6	18.7%	19.0%	38%
Regular	10	31.2%	31.0%	69%
Deficient	10	31.2%	31.0%	100%
Total	32	100.0%	100%	100%

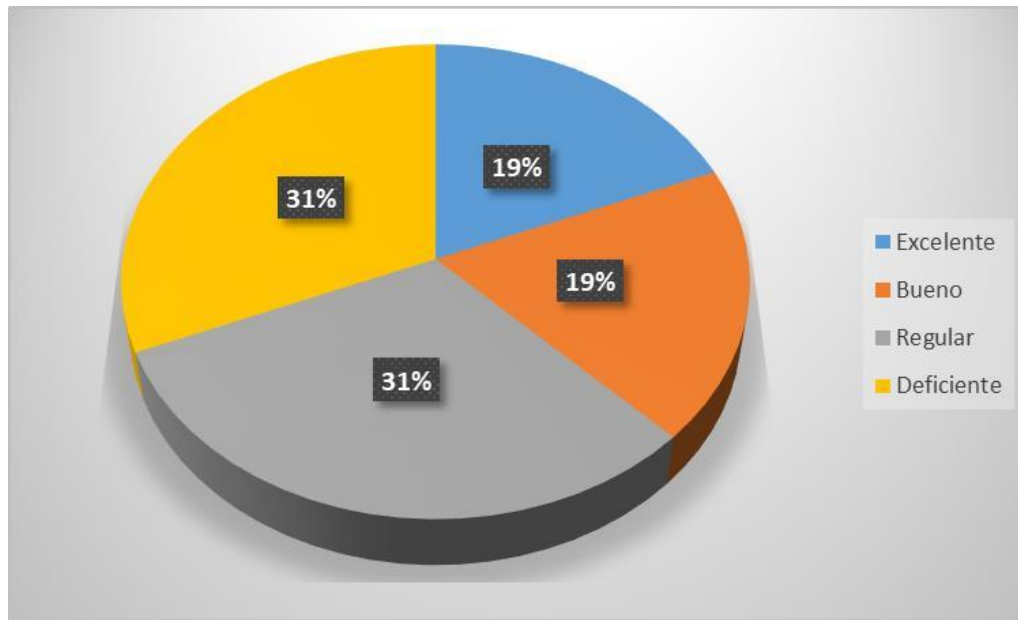


Figure 9. Bosses' perception of workers' social competences

Hypothesis testing

The correlation test takes into account the following values, according to Hernández et al (2012; page 312):

Coefficient	Type of correlation
-1,00	Perfect negative correlation
-0,90	Very strong negative correlation
-0,75	Strong negative correlation
-0,50	Mean negative correlation
-0,25	weak negative correlation
-0,10	Very weak negative correlation
0,00	There is no correlation between the variables
0,10	Very weak positive correlation
0,25	Weak positive correlation
0,50	Average positive correlation
0,75	Strong positive correlation
0,90	Very strong positive correlation
1,00	Perfect positive correlation

General hypothesis contrast test:

The organizational climate of the district municipality of Alto Larán, has a high relationship with the work performance presented by workers.

a) We propose the following statistical hypotheses:

Hi The organizational climate of the district municipality of Alto Larán, has a high relationship with the work performance presented by workers.

Ho The organizational climate of the district municipality of Alto Larán, does not have a high relationship with the work performance presented by the workers.

b) For a significance level (Sig.), $\alpha < 0.05$

c) The Pearson Correlation test statistic:

Variables	Correlation	Organizational climate	Job performance climate
Organizational climate	Pearson correlation	1	0,823(**)
	Sig. (bilateral)		0,000
	N	132	32
Job Performance	Pearson correlation	0,823(**)	1
	Sig. (bilateral)	0,000	
	N	132	32

** Correlation is significant at level 0.01 (bilateral)

e) Since the significance level is equal to 0.000, and therefore less than 0.05; The null hypothesis is rejected.

Then, from the result obtained, it is determined that there is a statistically significant correlation of 0.823. If the coefficient of variability is considered, one has that (r^2) would be equal to 0.677; therefore, it is assumed that work performance is determined by 67.7% by the organizational climate in the district municipality of Alto Larán.

It is inferred that there is a direct and significant relationship between the organizational climate and professional performance in the district municipality of Alto Larán province of Chincha; with a confidence level of 95% and 5% probability of error.

Testing specific hypotheses 1

The organizational climate is significantly related to the level of professional competencies presented by workers in the district municipality of Alto Larán, province of Chincha.

a) We propose the following statistical hypotheses:

Hi: The organizational climate is significantly related to the level of professional competencies presented by workers in the district municipality of Alto Larán, province of Chincha.

Ho: The organizational climate is not significantly related to the level of professional competencies presented by workers in the district municipality of Alto Larán, province of Chincha.

b) For a significance level (Sig.), $\alpha < 0.05$

Table 15. Correlation between organizational climate and professional competencies

Variables	Correlation	Organizational climate	Professional skills
Organizational climate	Pearson correlation	1	0,767(**)
	Sig. (bilateral)		0,000
	N	132	32
Professional skills	Pearson correlation	0,767(**)	1
	Sig. (bilateral)	0.000	
	N	132	32

** Correlation is significant at level 0.01 (bilateral)

e) Since the significance level is equal to 0.000, and therefore less than 0.05; The null hypothesis is rejected.

Then, from the result obtained, it is determined that there is a statistically significant correlation of 0.767. If the coefficient of variability is considered, one has that (r^2) would be equal to 0.588; therefore, it is assumed that the professional competencies of employees are determined in 58.8% by the organizational climate in the district municipality of Alto Larán.

Likewise, there is a significant relationship between the organizational climate and the professional skills of the collaborators in the district municipality of Alto

Larán province of Chincha; with a confidence level of 95% and 5% probability of error.

For specific hypothesis 2

a) The organizational climate is significantly related to the technical-operational skills presented by workers in the district municipality of Alto Larán, province of Chincha.

b) We propose the following statistical hypotheses:

Hi: The organizational climate is significantly related to the technical-operational skills presented by workers in the district municipality of Alto Larán, province of Chincha.

Ho: The organizational climate is not significantly related to the technical-operational skills presented by workers in the district municipality of Alto Larán, province of Chincha.

c) For a significance level (Sig.), $\alpha < 0.05$

Variables	Correlation	Organizational climate	Technical operational skills
Organizational climate	Pearson correlation	1	0,795(**)
	Sig. (bilateral)		0,000
	N	132	32

Technical operational skills	Pearson correlation	0,795(**)	1
	Sig. (bilateral)	0,000	
	N	132	32

** Correlation is significant at level 0.01 (bilateral)

(f) Since the significance level is equal to 0.00, and therefore less than 0.05; The null hypothesis is rejected.

Then, from the result obtained, it is determined that there is a statistically significant correlation of 0.795. If the coefficient of variability is considered, one has that (r^2) would be equal to 0.632; therefore, it is assumed that technical operational skills are determined in 63.2% by the organizational climate in the district municipality of Alto Larán.

A positive relationship is determined between the organizational climate and the technical operational skills presented by the collaborators in the district municipality of Alto Larán province of Chincha; with a confidence level of 95% and 5% probability of error.

For specific hypotheses 3

The organizational climate is significantly related to the social competencies presented by workers in the district municipality of Alto Larán, province of Chincha.

a) We propose the following statistical hypotheses:

Hi: The organizational climate is significantly related to the social competencies presented by workers in the district municipality of Alto Larán, province of Chincha.

Ho: The organizational climate is not significantly related to the social competencies presented by workers in the district municipality of Alto Larán, province of Chincha. Para a level of significance (Sig.), $\alpha < 0.05$

Table 17. Correlation between organizational climate and social competencies

Variables	Correlation	Organizational climate	Social competences
Organizational climate	Pearson correlation	1	0,816(**)
	Sig. (bilateral)		0,000
	N	132	32
Social competences	Pearson correlation	0,816(**)	1
	Sig. (bilateral)	0,000	
	N	132	32

** Correlation is significant at level 0.01 (bilateral)

Since the significance level is equal to 0.00, and therefore less than 0.05; The null hypothesis is rejected.

Then, from the result obtained, it is determined that there is a statistically significant correlation of 0.816. If the coefficient of variability is

considered, one has that (r^2) would be equal to 0.665; therefore, it is assumed that social competencies are determined by 66.5% by the organizational climate in the district municipality of Alto Larán.

It is possible to establish that there is a relationship between the organizational climate and social competencies; with a confidence level of 95% and 5% probability of error.

5.3 Discussion

This research refers to the organizational climate or work environment and the work performance that exists in the workers of the District Municipality of Alto Larán province of Chincha.

It should be noted that the concept of work environment is linked to interpersonal communication, autonomy for decision-making, work motivation and others related to behavior. However, there are several proposals for organizational climate, but possibly the clearest and most concise is by Ivancevich, who points out that organizational climate is the study of behavior, attitudes and human performance in an organizational environment; It involves drawing on theories, methods and principles drawn from disciplines such as psychology, sociology and cultural anthropology.

The interest aroused by the field of the work environment is based on the importance of the role that the whole system seems to be playing of the individuals who make up the

Organization about your ways of doing, feeling and thinking and, therefore, in the way your organization lives and develops.

Fernández and Sánchez (1996), point out that the study of Halpan and Croft (1963) about the climate in organizations is considered as an introduction point, but prior to this is that of Kurt Lewin as a precursor of interest in the context that configures the social. For Lewin, behavior is a function of the interaction of the environment and the person, as already mentioned in the section on organizational behavior.

Therefore, it is not surprising that in his research of Lewin, about behavior, the work environment appears as a product of the interaction between environment and person.

The work performance of workers in the district municipality of Alto Larán, province of Chincha, is conditioned by the existing organizational climate. At the level of organizations, it is generally referred to as organizational climate or work environment. On the other hand, the organizational climate is characterized when the psychological climate, that is, the perceptions of the workers are shared among the members of an organization and there is an agreement of these perceptions.

Additionally, the organizational climate has a significant effect on workers' behavior, job performance and performance. According to what is shown in the results of the measurement for this variable and the indicators it comprises. It can be established that 26% of the sample rate the work environment as "Excellent", while 33% of the total sample rate it as "Good".

There is a predominance of a type of organizational climate in the district municipality of Alto Larán, province of Chincha.

It can be asserted that the organizational climate is significantly related to the level of professional competencies presented by workers in the district municipality of Alto Larán, province of Chincha. Determining that professional skills, reaches a rating scale of "Excellent" in 25% of respondents, while 19% state that it is at a "Good" level, 19% manifest as "Regular" and 37% as "Deficient".

Regarding whether the work environment is significantly related to the technical-operational skills presented by workers in the district municipality of Alto Larán, province of Chincha. It was determined that, operational technical skills

reaches a rating scale of "Excellent" in 22% of respondents, while 19% say it is at a "Good" level, while 22% are in "Fair" and 37% are "Deficient".

The interest aroused by the field of work environment is based on the importance of the role that the whole system of the individuals who make up the organization seems to be playing on their

ways of doing, feeling and thinking and, therefore, on the way in which their organization lives and develops.

In relation to this first variable, the results obtained are contrasted with those obtained in the research of Chuquitucto (2014) called "The Organizational Climate and Work Performance of the workers of the Municipality of Pueblo Nuevo". Thesis in which it was demonstrated that the Organizational Climate does influence the Work Performance of the District Municipality of Pueblo Nuevo; In addition to the indicators in favor of the Organization were: structure and identity, where it could be considered that the organization has adequate work tools and the collaborators know the goals and objectives of the Municipality of Pueblo Nuevo, by

On the other hand, based on the indicators of relationships and challenges, it was possible to grasp that the communication that exists in the organization is not very effective. Therefore, this influences the labor conflicts that originate and the satisfaction that employees feel of working as a team in the Municipality of Pueblo Nuevo.

On the other hand, the work performance defined by Bohórquez, is the level of execution reached by the worker. It refers to the level of execution achieved by the worker in achieving goals within the organization in a given time (cited in Araujo and Guerra, 2007). In addition, another interesting definition is the one used by Chiavenato, since it states that performance is effectiveness of the personnel working within organizations, which is necessary for the organization, functioning the individual with a great work and job satisfaction (cited in Araujo and Guerra, 2007)

In this sense, the work performance of people will depend on their behavior and also on the results obtained. Ilkovich and Boudreau, mention work performance as something linked to the characteristics of each person, among which we can mention: the qualities, needs and skills of each individual, which interact with each other, with the nature of work and with the organization in general, being work performance the result of the interaction between all these variables. Villamil Rojas, Iris (2015) in his thesis Relationship between organizational climate and work

performance of administrative staff of the Enrique Guzmán y Valle National University of Education, period 2013, concludes that, "there is a statistically significant relationship between organizational climate and the work performance of administrative staff of the Enrique Guzmán y Valle National University of Education, period 2013"; "There is no statistically significant relationship between organizational climate factor relationships.

interpersonal and work performance of the administrative staff of the National University of Education Enrique Guzmán y Valle, period 2013"

With the above, it is established that the results obtained for the variables under study, find a positive support and coincide with research developed in other geographical and chronological scenarios.

6. Conclusions

According to the results obtained, it is specified that the organizational climate in the district municipality of Alto Larán, province of Chincha is perceived as "Good" by 33% of workers and "Excellent" by 26%, with which we can determine that the organizational climate is optimal. Likewise, according to the perception of the area chiefs, the work performance of workers in the district municipality of Alto Larán, province of Chincha, is verified as "Excellent" in 29% of cases, while 19% qualify as "Good", which establishes that work performance is at an acceptable level. With these results we can establish the following conclusions:

The organizational climate of the district municipality of Alto Larán, is directly related to the work performance presented by workers, determining that there is a statistically significant correlation of 0.823 (Pearson's rho). If the coefficient of variability (r^2) is considered, it is assumed that work performance is determined by 67.7% by the organizational climate in the district municipality of Alto Larán.

The organizational climate in the district municipality of Alto Larán, is directly related to their professional skills, determining that there is

a statistically significant correlation of 0.767 (Pearson's rho). If the coefficient of variability (r^2) is considered, it is assumed that the professional skills of workers are determined by 58.8% by teamwork, in the district municipality of Alto Larán.

The organizational climate in the district municipality of Alto Larán, is directly related to their technical operational skills, determining that there is a statistically significant correlation of 0.795 (Pearson's rho). If the coefficient of variability (r^2) is considered, it is assumed that their technical operational skills are determined by 63.2% by the motivation of the workers of the district municipality of Alto Larán.

The organizational climate in the district municipality of Alto Larán, is directly related to their social competences, determining that there is a statistically significant correlation of 0.816 (Pearson's rho). If the coefficient of variability (r^2) is considered, it is assumed that the social competences of the workers of the district municipality of Alto Larán are determined by 66.5% by their level of empathy.

7. Recommendations

1. Formulate an improvement plan aimed at strengthening the technical productive skills and social skills of the workers of the Municipality of Larán-Chincha through training actions and experiential workshops.
2. Incorporate support programs to improve the operational skills of workers, bringing them closer to the use of information and communication technologies.
3. Develop a social skills development program that strengthens the socio-emotional dimension of workers.

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