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ORIGINAL

Organizational climate and work performance of workers the educational institution "Jose Carlos Mariátegui" of the district of Villa María del Triunfo, Lima - 2020

Clima organizacional y desempeño laboral de los trabajadores de la institución educativa "José Carlos Mariátegui" del distrito de Villa María del Triunfo, Lima - 2020

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ABSTRACT

The present study set out to determine the relationship that exists between the organizational climate in the work performance of the workers of the José Carlos Mariátegui Educational Institution of the Villa María del Triunfo district, Lima - 2020. For this, an analysis was planned and carried out. Investigation of quantitative approach, of correlational descriptive level and of non-experimental design, with a population of 73 teachers from the mentioned educational institution, two questionnaires were applied for data collection. The results indicate the existence of a significant correlation between organizational climate and teacher performance based on the finding of Spearman's Rho correlation coefficient (0,767).

Keywords: Organizational Climate; Work Performance; Students; Quality education Service.

RESUMEN

El presente estudio se propuso determinar la relación que existe entre el clima organizacional en el desempeño laboral de los trabajadores de la Institución Educativa José Carlos Mariátegui del distrito de Villa María del Triunfo, Lima - 2020. Para ello se planificó y realizó un análisis. Investigación de enfoque cuantitativo, de nivel descriptivo correlacional y de diseño no experimental, con una población de 73 docentes de la mencionada institución educativa, se aplicaron dos cuestionarios para la recolección de datos. Los resultados indican la existencia de una correlación significativa entre el clima organizacional y el desempeño docente a partir del hallazgo del coeficiente de correlación Rho de Spearman (0,767).

Palabras clave: Clima Organizacional; Desempeño Laboral; Estudiantes; Calidad del Servicio Educativo.

INTRODUCTION

In the educational context, a climate must be fostered where interactions between all collaborators of the organization give in harmony of there the importance that the manager together with the workers promote interaction relationships on the basis of a safe, collaborative and welcoming environment where they act effectively and coherently low the statutes of the institution led by the director who in this role show empathy, control of their emotions to propitiate the conditions of a climate that strengthens the links affective.^(1,2,3)

In that mentioned that in a organization there is goals common to follow and in this end the interaction relationships are given, therefore there are situations of coexistence where the people low he leadership of other develop Actions for specify the common end, the institutions are not alien to them since they also work following a similar pattern the search for an objective to achieve learning through pedagogical training that generates changes to ensure quality education and this has to give yourself in the frame of the hello good interactions between their members and all participate in the construction of a climate that favors the organization in teamwork, opening to dialogue and an efficient job performance.⁽⁴⁾

Worldwide, organizations dedicated to providing education are showing weaknesses in its management, according the United Nations Organization for Education, Science and Culture (UNESCO), issued a report in which it was possible to demonstrate that there are limitations to carry out a good practice in management as well as develop Actions centered with the goal educational and are give off of a climate where the actors feel little satisfaction to establish positive interaction relationships with the rest and this represents great demotivation, commitment and stake limited.^(5,6,7)

A study in Mexico, indicates that organizations are focusing on provide its workers with an adequate working climate within the organization, since consider that many companies that have increased their profits in recent years, owes to Employee job growth.⁽⁸⁾

Another study prepared by several authors, indicate that he 51 % of the Colombians feel a around labor positive, stimulating them to carry out their tasks with motivation thus improving their performance only the 23 % qualified his around labor as bad; the study concludes that, "invigorate the competencies of an employee and motivating it will produce a better work climate and will strengthen the structure organizational of a company".^(9,10,11)

In Latin America, it can be seen that educational institutions have certain common trends in the completion of programs, plans, policies, projects and the variation that can happen in the conception of procedures and strategies pedagogical based on the reality of each one, on the other hand, they represent to a great extent he reflection of the society by it elderly sensitivity forehead to the difficulties that are they can introduce being these spaces open with a particularity different they can show certain tensions that occur between the authority with a vision of results directed to the educational manager and the management of human resources focused on teachers, under this premise both characterize a policy of change in the field educational.⁽¹²⁾

On the other hand, in each institution, there are different experiences of climate organizational, to weigh of share the bases in same curriculum, he leadership to post of a manager, staff training in the professional field, as well as the construction of a harmonious climate based on the interaction like other aspects that are of interest.^(13,14)

Indian that, he climate organizational is the base of the institution is as the affective capital where the interactions take place in a context of harmony, but also It can generate adversities, therefore it is a factor that determines the success of the institution, likewise, it is relevant in teaching behavior as this will be reflected in the degree of satisfaction in the work performed; Therefore, the need arises for the

executive to conducive position a suitable environment.⁽¹⁵⁾

According to a study he pointed out that job performance is a process of action through which the employees have information about it that want of them in relationship to his work he also mentioned that feedback and accompaniment are required according to the need to ensure a better performance in the work to be carried out.⁽¹⁶⁾

The educational institution is an organization where various activities are carried out of part of the manager and the workers in, she can notice distribution of powers of according to the roles of each one, So like others of integration at work in equipment.⁽¹⁷⁾

The perception that has the teachers of the interactions, experiences that occur within this educational field where each of its members through the processes seeks adequate performance is the organizational climate.⁽¹⁷⁾

Currently in Peru, the organizational climate has great importance in the government institutions, because those involved in senior management have taken awareness that total service quality can only be achieved by knowing and optimizing human talent with the organization, this will set the work guidelines to meet the objectives set by the company. Despite this, this concern generally remains on paper, since the institutions have staff intensely emotionally drained, due to negative interpersonal relationships between companion's labor, So also to the limited motivation of achievements, to the insufficient training, few opportunities for promotion, low wages, poor logistics and in many times to inconvenient infrastructure. Some managers of the institutions project activities for that the staff socialize and integrate; without embargo, said activities they are not taken to cape.⁽¹⁸⁾

Other managers hire consulting firms which generally study only aspects internal of the institution without delve in as these processes they transcend and influence the personnel benefiting from the service provided; this generates an empty in the results that hinder understanding the worth right of the study of the climate so as the culture organizational, due to that is a understanding to depth of as works at the moment a determined institution, for apply benchmarking and so see it on stage to future.^(19,20)

According to a study, he mentioned the need to follow the guidelines that are established in order to promote a good climate organizational and this HE goes to give of agreement to the interactions between managers and workers of manner harmonious in the coordination of the jobs, activities, Actions of management and administrative with the purpose of achieving a better work performance in the institutions educational, but in the reality of our country many sometimes not gives. On the other hand, the investigation shows that there is no democratic coexistence, respect for diversity, adequate communication channels are not established, positions and functions are not fully complied with, and this type of situation generates an unfavorable climate in the organizations.⁽²¹⁾

The institutions educational in the present are experimenting constant changes due to various factors social, politicians and economic, exists a lot uncertainty, consequence of his around, in view of all, the institutions of education public that have challenge of to form students with capabilities enough for develop in hearound social, from that spot can notice that in the IE "José Carlos Mariátegui" comes working with disinterest and goals nothing clear, it which creates a climate organizational hostile and negative that will provoke unsafety and uncertainty in the IE "José Carlos Mariátegui", the scarcity of values is notable among the collaborators, the lack of a climate organizational appropriate places in risk the stability of the image institutional so much inside like out of it. The salary aspect of employees in the public sector is an essential aspect to generate a good favorable climate, which generates a commitment professional.^(22,23,24,25)

Seen in another way, a good working environment helps solve problems existing without that is conflicts internal, in this institution perceives that there is not a good climate, therefore, it is suggested to develop an organizational culture program to achieve the Identification of collaborator with your organization.⁽²⁶⁾

At the local level, the reality in educational organizations has been observed that the educational

community regarding the organizational climate sometimes there is no evidence of leadership of managers in situations where one must assume one's own functions of the position, as well as decision-making in the face of various problems that arise in the institution, on the other hand, there is little consistency in the motivation to achieve the objectives institutional.⁽²⁷⁾

In addition, in how much to the use of the channels of communication there is various media that are used, however, there are times when messages are not conveyed clearly and accurately as well as the tasks and functions delegated to be fulfilled at the expected moment, from there give rise to some disagreement, agreements that are not taken into account and the opinions without sometimes reaching a good consensus in the work teams, on the other hand, in view of the changes proposed observe true rejection it which generate a climate organizational unfavorable which influences job performance given that the work environment in various situations becomes uncomfortable for the organization.⁽²⁸⁾

In addition, its mentioned that for good job performance, requires a favorable institutional climate if this is not given the evidence will be observed in the difficulty that the educational community will have to consolidate teamwork in a same direction.^(29,30,31,32,33)

In this sense, it is essential that in this educational context the roles and responsibilities to achieve the proposed purposes aimed at a better command method, a good interaction that leads to a good communication process among the educational community.⁽³⁴⁾ Likewise, it is necessary to develop skills professionals by workers and managers, as well as the management of organizational strategies within which are the values of the institution with the purpose of demonstrating and developing work actions for the same objective. Must be take into account that in these spaces they spend a great deal of time, for this reason, the need to be pleasant and where respect, professionalism and integrity are promoted. empathy aspects that go to favor a training whole of the staff and managers with the to achieve a positive organizational climate whose purpose is to achieve performance labor wanted.^(35,36)

The institution educational José Carlos Mariátegui situates in department of Lima, Lima province, Villa el Maria del Triunfo district. It is a top-level educational institution. secondary with variant technique, account with specialties of industry of the dress, shoe store, food industry, production mechanics, carpentry, cosmetology. It is seventy-one three workers, including three managers, two hierarchical, one psychologist, eleven staff administrative, fifty and six teachers, whose end is to provide a service of quality, it which HE gives due to the discomfort that manifest the users regard to the bad attention given by part of the workers of the institution educational, persevering a climate disgusting, where constantly HE observe in the workers evil humor, demotivation, slowness of answer of the requirements, disinterest, shortage of values; it which is reflected in the low work performance, jeopardizing the stability of the image institutional both inside and outside of the same.

METHODOLOGY

The investigation was of approach quantitative, according to the methodology stated that scores from the questionnaires are collected, then perform the numerical coding and proceed to the processing of both descriptive and inferential.

The type of research is basic descriptive, in this regard established that in basic research they improve scientific knowledge and will serve as a foundation for other investigations. It is descriptive because it describes the levels of each variable that intervenes in an investigation, in addition was correlational because determined the coefficient of correlation between the variables.⁽³⁷⁾

In addition, the hypothetical deductive method was used, in which considered that the beginning of an investigation is observation, to describe the problem reality - mathematics and state the hypotheses, use a test statistic and test the hypotheses, according to the results, decisions are made since the hypothesis submitted is the hypotheses null thesis, the conclusions are established which are generalized to the population where HE conducted the investigation.

The design of this study was no experimental due to that there is not an acted about variable, that is,

the data collection instruments were applied only once to each member of the sample, in this case is cross.

A study refers that the population is a set of components in common that comply a series of Specifications. For the study, it has taken a population census, which are the 73 workers of the educational institution Jose Carlos Mariátegui, so much, I don't know established sample size.⁽³⁸⁾

For the harvest of the data, employment the technique of the survey with his respective instrument questionnaire.

Several authors considered that the survey is the technique of elderly use in the quantitative research, despite the bias that is generated when applying to the subjects of study, for its elaboration the objective of the investigation is taken into account, that is it takes into account how the variable was operationalized so that the questions in questionnaire.

Regarding the instrument, indicated that it is executed on a sheet of paper where the questions are contained, which are self-administered by the subjects selected from the study sample, likewise, the researcher does not intervene on the subject.

Instrument of Climate organizational.⁽³⁹⁾

The organizational climate instrument was divided into four dimensions: communication, motivation, trust, and participation which were proposed by a study; without embargo, saying instrument that consists of twenty-one items distributed in each dimension was prepared by the author of this research. The scale had a score minimum of one and maximum of five, distributed of the following manner: Never (1), Very few times (2), Sometimes (3), Almost always (4) and Always (5). At the total score level, the respondent can reach a minimum of 21 points and a maximum of 105 points. On based on the scores, the following levels and ranges were established: from 21 to 48 points (Inadequate), from 49 to 76 points (Inadequate) and from 77 to 105 points (Adequate). For observe the instrument, see he pulled apart of Annexes.

Instrument of Performance teacher

The instrument of Performance teacher was divided in four dimensions: capacities related to the position, emotionality, responsibility, and relationships interpersonal the that were proposals by authors; without embargo, saying instrument consisting of 17 items distributed in each dimension was prepared by the author of this investigation. The scale had a minimum score of one and a maximum of five, distributed according to the following way: never (1), Very few times (2), Sometimes (3), Almost always (4) and Always (5). At the total score level, the respondent can reach a minimum of 17 points and a maximum of 85 points. Based on the scores, the levels were established and following ranges: from 17 to 39 points (Inadequate), from 40 to 62 points (Inadequate) and from 63 to 85 points (Adequate). For notice he instrument, see he set apart from Annexes.

Reliability

Regarding reliability, the pilot test was carried out with 25 worker respondents. of the educational institution Jose Carlos Mariátegui, in which the Alpha statistic of Cronbach due to that questionnaire was measured in scale ordinal. According to the Boards 3, 4 and 5, the values of the Cronbach's Alpha coefficient for the independent variable was 0,935 and for the dependent variable it was 0,875, it which indicates that both instruments are reliable to be applied in the study sample. Similarly, the ratings by dimensions of each of the variables show values above 0,7, which implies the high consistency of the instruments at the level of internal consistency. Therefore, the variable climate organizational and performance labor they can be measured to through of sayings instruments.

Table 1. Reliability of the Variable Organizational climate and job performance

Variable	Alpha de Cronbach	N. ° of items
Climate organizational	0,935	25
Performance labor	0,875	25

Data processing and analysis techniques

With the results favorable in the proof pilot, proceeded with the shipment virtual of the instruments (Google forms) to the workers of the study institution. The results-two was registered in the SPSS version 25, where the hypothesis test was carried out (coefficient of correlation Rho of spearman) due to that the variables are ordinals, doing use of the value "r" establishes what degree of correlation exists between the variables; also, I know extracted boards and figures.^(40,41,42)

RESULTS

Organizational climate

Table 2. Frequency distribution to measure the organizational climate variable

		Frequency	%
valid	Bad	5	6,8
	Regular	42	57,5
	Good	26	35,6
	Total	73	100,0

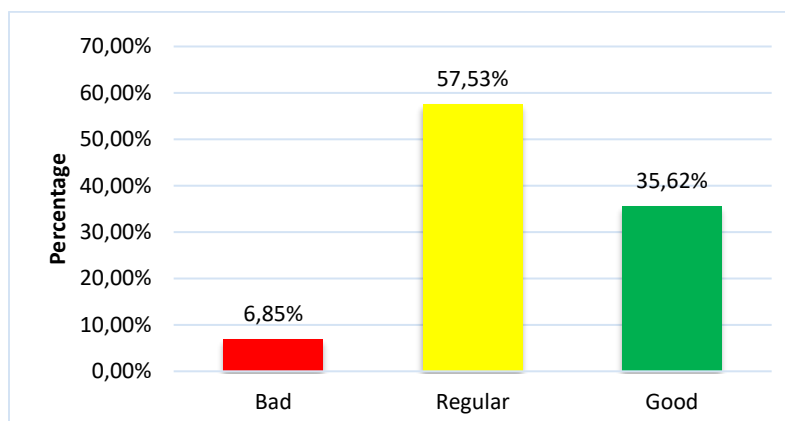
**Figure 1.** Frequency distribution to measure the organizational climate variable

Table 2 and figure 1 present the descriptive distribution of the organizational climate variable, obtaining the results of the 73 respondents, according to 57,53 % indicating that the organizational climate is regular, 35,62 % of workers indicated that the climate organizational it's good and 6,85 % of workers indicated that the weather is bad.⁽⁴³⁾

Labor Performance

Table 3. Frequency distribution to measure work performance variable

	Frequency	%
Bad	8	10,96
Regular	44	60,27
Good	twenty-one	28,77
Total	73	100,0

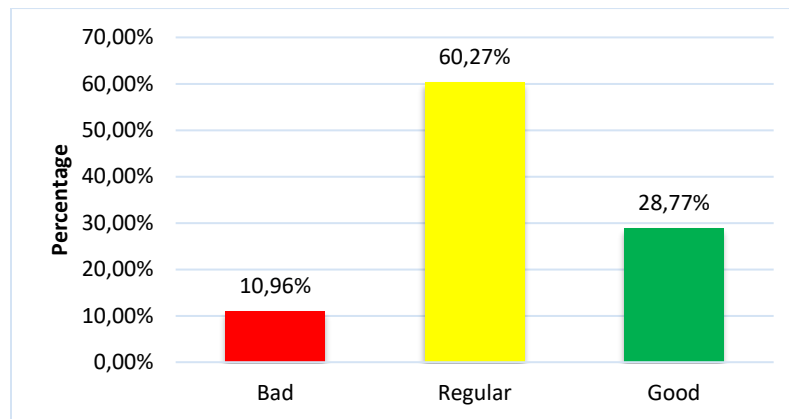


Figure 2. Frequency distribution to measure the labor performance variable

Table 3 and figure 2 show the descriptive distribution of the performance variable. labor, obtaining the results of the 73 respondents, 60,27 % of workers manifest that performance labor is regular, 28,77 % (twenty-one) manifest that the performance labor it's good and he 10,96 % indicated that he jobs performance is bad.^(30,44)

Contrasting general hypothesis

H0. There is no significant relationship between Organizational Climate and job performance of the workers of the Institution educational José Carlos Mariátegui of the district of Villa María del Triunfo, Lima - 2020.

H1. There is a significant relationship between Organizational Climate and the work performance of employees. workers of the José Carlos Mariátegui Educational Institution of the District of Villa María del Triunfo, Lima - 2020.⁽⁴⁵⁾

Table 4. Correlation and significance between the organizational climate and job performance			
Organizational climate		Job performance	
Climate organizational	Correlation coefficient	1,000	0,767 **
	Sig. (bilateral)		0,000
Spearman's Rho	N.	73	73
	Coefficient correlation	0,767 **	1,000
Performance labor	Sig. (bilateral)	0,000	
	N.	73	73

** . The correlation is significant to the level 0,01 (bilateral).

Interpretation

In the table 4 se sample he coefficient of correlation Rho of Spearman=0,767, to a level ofsignificance of 0,000, then, it is true that $p < \alpha$, which means that the hypothesis null and accept the hypothesis alternative. By it so much, exists a relationship between the organizational climate and the work performance of the workers of the Institution educational José Carlos Mariátegui of the district of Villa María del Triunfo.In addition, the result of the correlation coefficient indicates that there is a direct associationand high between the weather organizational and job performance.⁽⁴⁶⁾

Contrasting for specific hypotheses Specific hypothesis 1

H0. No exists relationship significant between the communication and the performance labor of the workers of the Institution educational José Carlos Mariátegui of the district of Villa María del Triunfo,

Lima - 2020.

H1. There is a significant relationship between communication and job performance of employees. workers of the Institution educational José Carlos Mariátegui of the district of Villa María del Triunfo, Lima - 2020.

Table 5. Correlation and significance between the communication dimension with job performance			
Job performance		Communication	
Job performance	Correlation coefficient	1,000	.663**
	Sig. (bilateral)	.	,000
	N.	73	73
Communication	Correlation coefficient	.663**	1,000
	Sig. (bilateral)	,000	.
	N.	73	73

** . The correlation is significant to the level 0,01 (bilateral).

Interpretation

As visualizes in the table 5, he coefficient of correlation of Rho of Spearman between the Communication and job performance is 0,663, at a significance level of 0,000, then, it is true that $p < \alpha$, which means that the null hypothesis is rejected, and the null hypothesis is accepted the hypothesis alternative. By it so much, exists a relationship significant between the communication and the performance labor of the workers of the Institution educational José Carlos Mariátegui of the district of Villa María del Triunfo. ^(47,48,49,50)

Testing for specific hypotheses Specific hypothesis 2

H0. There is no significant relationship between motivation and work performance of the workers of the Institution educational José Carlos Mariátegui of the district of Villa María del Triunfo, Lima - 2020.

H1. Exists relationship significant between the motivation and the performance labor of the workers of the José Carlos Mariátegui Educational Institution of the District of Villa María del Triunfo, Lima - 2020. ^(51,52)

Table 6. Correlation and significance between the motivation dimension with job performance			
Job performance		Motivation	
Job performance	Correlation coefficient	1,000	.872**
	Sig. (bilateral)	.	,000
	N.	73	73
Motivation	Correlation coefficient	.872**	1,000
	Sig. (bilateral)	,000	.
	N.	73	73

** . The correlation is significant to the level 0,01 (bilateral).

Interpretation

As shown in table 6, the Spearman's Rho correlation coefficient between the motivation and work performance was 0,872, at a significance level of 0,000, then, it is true that $p < \alpha$, which means that the null hypothesis is rejected, and the null hypothesis is accepted the alternative hypothesis. Therefore, there is a significant relationship between motivation and the performance labor of the workers of the institution educational José Carlos Mariátegui of the district of Villa María del Triunfo. ⁵³

Contrasting for specific hypotheses Specific hypothesis 3

H0. There is no significant relationship between trust and job performance of the workers of the José Carlos Mariátegui Educational Institution of the District of Villa María del Triunfo, Lima - 2020. H1. Exists relationship significant between the trust and the performance labor of the workers of the José Carlos Mariátegui Educational Institution of the District of Villa María del Triunfo, Lima - 2020.⁽⁵⁴⁾

Table 7. Correlation and significance between the trust dimension with job performance			
Performance labor		Trust	
Performance labor	Coefficient of correlation	1,000	.929 **
	Sig. (bilateral)	.	,000
	N.	73	73
Rho Spearman's Trust	Coefficient of correlation	.929 **	1,000
	Sig. (bilateral)	,000	.
	N.	73	73
**. The correlation is significant to the level 0,01 (bilateral).			

Interpretation

As shown in table 7, the Spearman's Rho correlation coefficient between the confidence and job performance was 0,929, at a significance level of 0,000, then, it is true that $p < \alpha$, which means that the null hypothesis is rejected, and the null hypothesis is accepted the hypothesis alternative. For the so much, there is a relationship significant between the trust and the work performance of the workers of the Educational Institution José Carlos Mariátegui of the district of Villa María del Triunfo.⁽⁵⁵⁾

Testing for specific hypotheses Specific hypothesis 4

H0. There is a significant relationship between participation and job performance of workers of the José Carlos Mariátegui Educational Institution of the District of Villa María del Triunfo, Lima - 2020.

H1. There is a significant relationship between participation and job performance of workers of the José Carlos Mariátegui Educational Institution of the District of Villa María del Triunfo, Lima - 2020.

Table 8. Correlation and significance between the participation dimension with job performance			
		Performance labor	Stake
Performance labor	Coefficient of correlation	1,000	.703 **
	Sig. (bilateral)	.	,000
	N.	73	73
Rho of Spearman Stake	Coefficient of correlation	.703 **	1,000
	Sig. (bilateral)	,000	.
	N.	73	73
**. The correlation is significant to the level 0,01 (bilateral)			

Interpretation

As shown in table 8, the Spearman's Rho correlation coefficient between the participation and work performance was 0,703, at a significance level of 0,000, then, it is true that $p < \alpha$, which means that the null hypothesis is rejected, and the null hypothesis is accepted the hypothesis alternative. By it so much, exists a relationship significant between the participation and the performance labor of the workers of the Institution educational José Carlos Mariátegui of the district of Villa Maria of the Triumph.

DISCUSSION

After the analysis of results, we proceed to contrast them with the theory found, this manner HE will discuss each a of the hypotheses established.⁽⁵⁶⁾

The hypothesis general ensures that exists relationship significant between Climate Organizational and work performance, which was demonstrated from the finding of the Spearman's Rho correlation coefficient=0,767; In this way, it confirms what assures that for a good work performance a climate is necessary institutional favorable, otherwise the educational community will see the difficulty to consolidate teamwork in a same address.⁽⁵⁷⁾

The results of this study coincide with those of (De la cruz Ortiz and Huaman Ruiz, 2016) who studied these variables in the context of the Cuna Más National Program in Huancavelica and without embargo, disagree of the study of red (2018) who found one low correlation between said variables.⁽⁵⁸⁾

Regarding the first specific hypothesis, it was possible to affirm the existence of a significant relationship between communication and job performance, however, said relationship is characterized because between those who assure that the communication is bad and regular add up further of the 90 % of the surveyed. So, for improve the performance labor must have in account it says by a study who he pointed that the performance laborIt is a process in which employees have direct information about what is desired from they in his exercise professional, for this HE requires of a feedback and accompaniment according to need.⁽⁵⁹⁾

Also, regarding the second specific hypothesis, the results showed that exists relationship significant between the motivation and he performance labor, well, as it Indian the organizational climate is the foundation of the institution that can be consideredas the affective capital, likewise, is a factor that determines the success of the institution, having relevance in the behavior teacher well this HE you will see reflected in the degree ofsatisfaction in the work that plays.⁽⁶⁰⁾ Without embargo, in the present study HE noticed thathe 43,84 % of the workers identified that the motivation external is bad, it that would mean that almost half of the staff of the educational institution are not motivated by theorganization and its management, which has negative consequences on the results of its performance.

Likewise, supporting this correlation, affirms that the climate organizational is a freak mediator between the conditions of the system organizational and the trends motivational that they bring consequences in the organization as the productivity, the satisfaction, the rotation between others.⁽⁶¹⁾

In addition, the results demonstrated on the third specific hypothesis that there is significant relationship between trust and job performance, where respondents affirmed that in this dimension 47,95 % perceive it as regular and 45,21 % perceive itas good. As it mentions the Frame of the good performance teacher (2012) a good climateorganization is fostered by the interactions between managers and workers in the coordination of work, activities, management, and administrative actions with the purpose of reach a better job performance in the institutions educational.⁽⁶²⁾

Finally, about the quarter hypothesis specific HE ensures that exists relationshipbetween participation and work performance, which was demonstrated with the Spearman's Rho correlation coefficient, which was 0,703. Therefore, there is a significant relationship between participation and work performance of workers in the José Carlos Mariátegui Educational Institution of the Villa María del Triunfo district. Between the descriptive results found that 53,42 % stated that the participation of the workers is good and 35,62 % that is regular. Participation is understood by a study as the degree to which the collaborators of an institution are involved in the activities made by this; and, as the workers propitiate What others also participate. In this way, considers that by delegating authority and allow them to the employees to that be participants in the take of decisions of the organizationHE promotes the speed, the flexibility, and the capacity for decide in the organization.

CONCLUSION

First: there is a significant relationship between Organizational Climate and job performance of the

workers of the institution educational José Carlos Mariátegui of the district of town María del Triunfo, Lima - 2020, demonstrated with a Rho correlation coefficient of Spearman that turned out 0,767.

Second: there is a significant relationship between communication and job performance of employees. workers of the José Carlos Mariátegui Educational Institution of the Villa María district del Triunfo, Lima - 2020, demonstrated with a Rho correlation coefficient of Spearman that turned out 0,663.

Third: there is a significant relationship between motivation and work performance of employees. workers of the Institution educational José Carlos Mariátegui of the district of town Mariadel Triunfo, Lima - 2020, demonstrated with a Rho correlation coefficient of Spearman that turned out 0,872.

Fourth: there is a significant relationship between trust and job performance of employees. workers of the Institution educational José Carlos Mariátegui of the district of town Mariadel Triunfo, Lima - 2020, demonstrated with a Rho correlation coefficient of Spearman that it turned out 0,929.

Fifth: there is a significant relationship between participation and job performance of the workers of the Institution educational José Carlos Mariátegui of the district of town Mariadel Triunfo, Lima - 2020, demonstrated with a Rho correlation coefficient of Spearman that it turned out 0,703.

RECOMMENDATIONS

Based on the development of educational quality where all the agents of the community school intervene recommends the following measures:

First: taking into account the impact of the organizational climate on performance teacher, it is recommended to recognize the achievements of each one of the workers, whether these are work, academic, social level or in another area, if it serves as an example of good educational practice. In this way, the staff would be empowered, motivated and holding him back for continue working in the institution.

Second: carrying out alternative activities to recreational work are those that promote the communication, stake, and trust between the workers, by this, it is recommended to establish at least one date for each two-month period to dedicate it to said activities, because taking into account the benefits that can be obtained it would be worth investing time.

Third: the implementation of activities and Projects of responsibility social, in a similar way to the previous recommendation, they facilitate the development of communication, participation and confidence, and even promote motivation because they are activities noble and sensitive, you can even insert the participation of the other agents of the educational community, thus, the field of benefits in the climate would be expanding organizational.

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