

Human talent management and its influence on the organizational culture in a customs company, Magdalena, 2022

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Abstract– *The objective of this research was to determine the influence of human talent management on organizational culture (and its dimensions: attention to detail, results orientation, people orientation, team orientation, aggressiveness, stability and innovation, and risk taking) in a customs company, Magdalena, 2022. The methodology had a quantitative approach, applied type, explanatory and descriptive level, non-experimental and cross-sectional design. The population consisted of the company's employees (finite). The study sample consisted of 59 clients of the company. The technique applied was the survey. The instrument consisted of 23 items. It was concluded that human talent management significantly influences the organizational culture of a customs company, Magdalena 2022 (sig.=0.000; r²=0.7603) as well as its dimensions attention to detail, results orientation, people orientation, team orientation, aggressiveness, stability and innovation and risk taking (sig. =0.000, r²=0.6839; sig.=0.000, r²=0.3203; sig.=0.000, r²=0.5299; sig.=0.000, r²=0.5685; sig.=0.000, r²=0.5055; sig.=0.000, r²=0.5913; sig.=0.000, r²=0.5299) respectively. Finally, a discussion with background and final conclusions was issued..*

Keywords-- *Human talent management, organizational culture, organizational management*

I. INTRODUCTION

In this research, we underscore the crucial significance of professionals in the business field not only possessing knowledge of human talent management but also delving into a deep analysis of this aspect. This subject holds immense relevance and interest for the internal self-development of organizations. In the current context of business challenges arising from the COVID-19 pandemic, organizations are placing greater importance on their work environment and their workforce. The efficiency and ability of the workforce become paramount in overcoming the obstacles presented by the crisis [1].

Therefore, organizations must ensure optimal preparation of their staff to face any situation or contextual demands, allowing them to surmount barriers and showcase their

innovation. These qualities, in turn, position the company as a leading and distinguished player in the market.

Several successful cases illustrate the effective implementation of human talent management. Adriana Noreña, the Vice President of Google, gained recognition in the twenty-seventh edition of the BRAVO Business Awards for her exceptional contributions in various areas and her added value in terms of human talent in the region [1]. Asia's UDON Asian Food received the HR Good Skills Award from the Restaurant and Hotel Brands Association for their commendable initiative of involving all staff in organizational decisions, instead of solely relying on company policies [3]. In Peru, Farmacias Peruanas was honored with the People Learning and Development Award presented by ABE 2021. This recognition was a testament to their exemplary human resources management, where they demonstrated resilience by retaining personnel despite the health emergency and optimizing resources, fostering employment, and preparing their workforce to respond to challenges with remarkable results [4].

Another noteworthy initiative concerning organizational culture is exemplified by the Peruvian schools, Innova Schools. Their core principles emphasize the importance of teamwork and an innovative approach to harnessing human potential. This strategic focus significantly benefits their management efforts, enabling them to successfully tackle their set challenges and stand out as a pioneering company that contributes to the transformation and development of the country [5].

In Lima, in the district of Magdalena, a customs company seeks to increase its quality of service through the management of human talent and organizational culture, thus benefiting employees and consumers, generating high profitability and business success in the logistics market.

For Bernal [6], the problem statement is the structuring of what is to be investigated, where the question of the work must be explained and thus be able to expose the basic foundations on the origin and application of the project.

Therefore, the research posed the general problem: Is there an influence of human talent management on the organizational culture in a customs company, Magdalena, 2022?

Likewise, the specific problems were:

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- a) Is there influence of human talent management in the attention to detail in a customs company, Magdalena, 2022?
- b) Is there influence of human talent management in the orientation to results in a customs company, Magdalena, 2022?
- c) Is there influence of human talent management in the orientation to people in a customs company, Magdalena, 2022?
- d) Is there influence of human talent management on team orientation of a customs company, Magdalena, 2022?
- e) Is there influence of human talent management on aggressiveness of a customs company, Magdalena, 2022?
- f) Is there influence of human talent management on stability of a customs company, Magdalena, 2022?
- g) Is there influence of human talent management on innovation and risk taking of a customs company, Magdalena, 2022?

Along these lines, the general objective was: to determine the influence of human talent management on organizational culture in a customs company, Magdalena, 2022.

Consequently, the specific objectives were:

- a) To determine the influence of human talent management on attention to detail in a customs company, Magdalena, 2022.
- b) To determine the influence of human talent management on result orientation in a customs company, Magdalena, 2022.
- c) To determine the influence of human talent management on people orientation in a customs company, Magdalena, 2022.
- d) To determine the influence of human talent management on team orientation of a customs company, Magdalena, 2022.
- e) To determine the influence of human talent management on aggressiveness of a customs company, Magdalena, 2022.
- f) To determine the influence of human talent management on stability of a customs company, Magdalena, 2022.
- g) To determine the influence of human talent management on innovation and risk taking of a customs company, Magdalena, 2022.

Finally, the general hypothesis was: there is a significant influence of human talent management on the organizational culture in a customs company, Magdalena, 2022.

The specific hypotheses were:

- a) There is significant influence of human talent management on attention to detail in a customs company, Magdalena, 2022.
- b) There is significant influence of human talent management on results orientation in a customs company, Magdalena, 2022.

- c) There is significant influence of human talent management on people orientation in a customs company, Magdalena, 2022.
- d) There is significant influence of human talent management on team orientation of a customs company, Magdalena, 2022.
- e) There is significant influence of human talent management on aggressiveness of a customs company, Magdalena, 2022.
- f) There is significant influence of human talent management on stability of a customs company, Magdalena, 2022.
- g) There is significant influence of human talent management on innovation and risk taking of a customs company, Magdalena, 2022.

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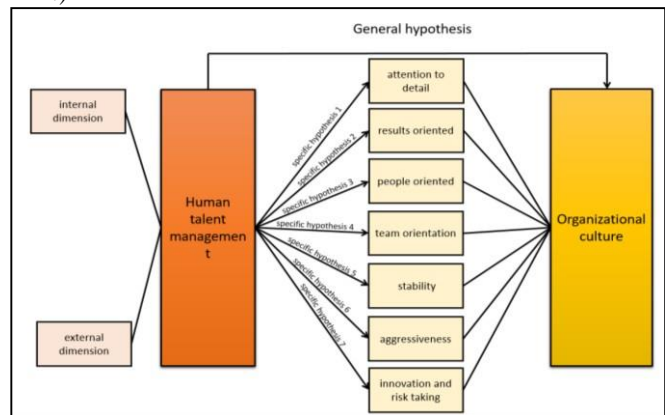


Fig. 1 Summary of hypotheses.

II. LITERATURE REVIEW

A. Previous works

In Colombia, the author Guzmán [7] presented a research study titled "Prospective of Human Talent settled in the Business Culture in the Mining Sector" in the repository of the Universidad Militar Nueva Granada. The direction of this thesis is qualitative, concluding the relationship between the variable will increase stability, growth so that the company can transform itself according to its needs.

In Ecuador, the author Anangóno [8] presented a research titled "Improvement method for the work climate and organizational culture in Recurso Humano del Servicio Nacional de Derechos Intelectuales en el año 2020" in the repository Universidad Central del Ecuador. With a qualitative approach, and thus we conclude that the strategies provided help the improvement and growth of the company.

In Piura (Peru) the authors Castillo & Córdova [9] with their research "Human talent and its influence on organizational culture - Lima, 2021" repository Antenor Orrego University. The approach is quantitative, using 49 workers as a sample. The cronbach alpha obtained as a result $r=0.953$ for the first variable

and $r = 0.949$ for the second. Therefore, there is evidence of the relationship between both variables.

In Madre de Dios (Peru), the author Tupac [10] in his thesis with quantitative approach, his sample of 169 collaborators. With Pearson's test, having a value of 0.515, there is evidence of the influence that one variable has on the other.

B. Theories related to the subject

According to Matheus [11], the theory of human talent posits that every employee within a company should actively pursue actions and attitudes that foster both personal and professional growth and development. The author highlights the interconnectedness of these aspects, emphasizing that the increase in efficiency in work activities relies on an individual's dedication to their self-improvement. In this context, Matheus identifies two crucial dimensions that a collaborator must nurture within their organization: the internal and external dimensions.

1. *Internal dimension:* is everything that refers to the training of workers.

2. *External dimension:* are the mechanisms that closely influence the professional environment and the environment of the company.

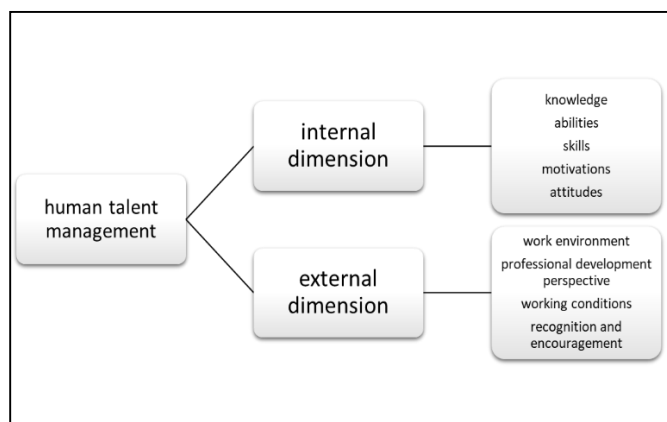


Fig. 2 Dimensions of human talent.

Likewise, Robbins & Coulter [12] mentioned that describing a company in terms of dimensions will help us to know how the culture of an organization is shaped, so these authors say that there are 7 dimensions that characterize the organizational culture and should be taken into account when classifying the culture of a company and thus the following:

1. *Attention to detail:* is the ability to perceive the details of the work, therefore practicing the skills of accuracy and critical analysis

2. *Results orientation:* is the preference to obtain results regarding their efficiency and optimization work, promoting management tools and challenging goals in order to achieve them in less time.

3. *People orientation:* it refers to the employability in an assertive way in each area or activity so it is about classifying his or her role and objectives in the organization.

4. *Team orientation:* refers to teamwork and collaboration rather than individual work.

5. *Aggressiveness:* is the practice of recognizing perfectionism and persistence.

6. *Stability:* is the use of clarifying or defining policies that guide the organization towards a common goal, providing stability and adequate work commitment for the workers.

7. *Innovation and risk taking:* is the encouragement to take risks and maintain innovative growth in relation to current events.

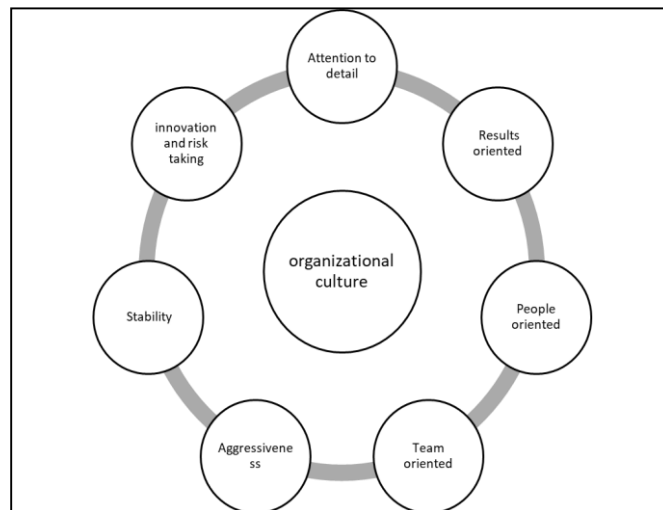


Fig. 3 Dimensions of organizational culture.

III. METHODOLOGY

The quantitative approach was used. Galcano [13] mentions about this quantitative approach which is based on statistics used to determine the study hypotheses and then test them.

The type was applied. According to Arias and Covinos [14] since it seeks to solve a problem by explaining the behavior of the variables and thus generate new knowledge.

The level was explanatory. According to Sabino [15], it allows analyzing and explaining the behavior of the variables, responding to why the facts happen in a given scenario.

A descriptive level was applied. Sabino [15] points out that the purpose of this level is to describe how it is and how the variables manifest themselves, specifying the relevant aspects of the study subjects or phenomena.

The design was non-experimental. According to Hernández [16], it is characterized by the fact that there will be no manipulation or modification of the variables; it only seeks to observe reality and describe it in its context.

It was cross-sectional. According to Escudero [16], it seeks to collect information on the variables in a certain time describing the events observed in the context in which the study sample develops.

Hernandez [16] states that it refers to the grouping of subjects about whom it is necessary to know something, the

population can be formed by different aspects, not only people, but also things, animals, records, documents, etc., depending on what is to be investigated in relation to the variables.

The composition of the population is the employees of the customs organization of Magdalena del Mar, who have an employment relationship between December 1, 2021 and November 1, 2022, the population is 70 workers of a customs company in Magdalena del Mar.

Likewise, the population is finite, as Hernández, [16] sustains, because the number of elements is possible to determine, being less than 100,000 subjects of a common company.

In relation to the sample as defined by Hernandez [16] is a significant representation of which is derived from the population, with the purpose of specifying and evaluating the variables through statistics. In this research, the estimated sample is 59 workers.

Probabilistic sampling, specifically simple random sampling, is a method advocated by Hernandez [16] in which the researcher exercises his discretion in selecting the sample based on criteria linked to the presented theories. Through this approach, the researcher randomly selects individuals from a given population. Moreover, the simple random sampling method ensures that each subject has an equal chance of being chosen, and samples of the same size possess an equal probability of selection [17].

A survey was used, this type of technique allows extracting relevant information that provides the relevant analysis according to the purpose of the research [18].

The questionnaire was used as an instrument. According to Valderrama [18], the questionnaire is an instrument that is developed using different questions written in an orderly and sequential manner, which have incidence with the systematization of the research, it is relevant to distinguish that the questionnaire conducted was built with nine items for the first variable and fourteen items for the second variable.

IV. RESULTS

The results of the measurement of the levels of the variables are shown below:

TABLE I
MEASUREMENT OF VARIABLE LEVELS (IN UNITS)

Levels	Variable: Human talent Management	Variable: Organizational Culture
High [3.6666-5.0000]	53	55
Medium [2.3333-3.6666]	6	4
Low [1.0000-2.3333]	0	0

TABLE II
MEASUREMENT OF THE LEVELS OF THE VARIABLES (IN PERCENTAGES)

Levels	Variable: Human talent Management	Variable: Organizational Culture
High [3.6666-5.0000]	89.83%	93.22%
Medium [2.3333-3.6666]	10.17%	6.78%
Low [1.0000-2.3333]	0.00%	0.00%

High [3.6666-5.0000]	89.83%	93.22%
Medium [2.3333-3.6666]	10.17%	6.78%
Low [1.0000-2.3333]	0.00%	0.00%

As can be seen in Tables 1 and 2, the variable "human talent management" scores a high level to 53 individuals surveyed, (89.83%), the medium level had 6 individuals, (10.17%) and the low level 0 individuals, (0.0%). Therefore, the variable "organizational culture", it is detailed that 55 individuals, (93.22%) are placed in the high level, 4 individuals, (6.78%) in the medium level and 0 individuals, in the low level (0.0%).

General hypothesis:

There is a significant influence of human talent management on organizational culture in a customs company, Magdalena, 2022.

TABLE III
SPEARMAN'S RHO STATISTIC FOR THE GENERAL HYPOTHESIS

		Human Talent Management	Organizational Culture
Spearman's Rho	Human Talent Management	Correlation coefficient	1.000
		Sig. (bilateral)	0.000
		N	59
	Organizational Culture	Correlation coefficient	0,872
		Sig. (bilateral)	0.000
		N	59

In Table 3, the bilateral significance of Spearman's rho test is 0.000, with a value less than 0.05, which allows admitting and validating the alternative hypothesis, concluding: There is a significant influence of human talent management on the organizational culture in a customs company, Magdalena, 2022.

TABLE IV
CALCULATION OF THE R2 FOR THE GENERAL HYPOTHESIS

Correlation coefficient (r)	Coefficient of determination (r ²)
0,872	0.7603

According to Table 4, the r² automated 0.7603. This allows us to expose the influence of the independent variable "human

talent management" on the dependent variable "organizational culture" in 76.03% of cases.

TABLE V
CALCULATION OF UNSTANDARDIZED COEFFICIENTS GENERAL ASSUMPTION

Model	Non-standardized coefficients		Typified coefficients	t	Sig.
	B	Typical error.	Beta		
1 (Constant)	0.850	0.311		2.730	.008
V_ Human talent management	0.803	0.070	.834	11.424	.000

Thus in Table 5, the B values in the constant and for the independent variable 0.850 and 0.803.

Specific hypothesis 1:

There is a significant influence of human talent management in the attention to detail of a customs company, Magdalena, 2022.

TABLE VI
SPEARMAN'S RHO STATISTIC FOR SPECIFIC HYPOTHESIS 1

			Human Talent Management	Attention to detail
Spearman's Rho	Human Talent Management	Correlation coefficient	1.000	0,827
		Sig. (bilateral)		0.000
		N	59	59
	Attention to detail	Correlation coefficient	0,827	1.000
		Sig. (bilateral)	0.000	
		N	59	59

As shown in Table 6, the estimated bilateral significance for Spearman's rho test was 0.000, being the value less than 0.05, the alternate hypothesis is accepted and validated, there is a significant influence of human talent management in the retail service-customs company, Magdalena, 2022.

TABLE VII
CALCULATION OF THE R2 FOR SPECIFIC HYPOTHESIS 1

Correlation coefficient (r)	Coefficient of determination (r ²)
0.827	0.6839

Table 7, the estimated r² 0.6839, allowing to accept the influence of the variable "human talent management" on the dependent dimension "attention to detail" in 68.39% of cases.

TABLE VIII
CALCULATION OF UNSTANDARDIZED COEFFICIENTS SPECIFIC HYPOTHESIS 1

Model	Non-standardized coefficients		Typified coefficients	t	Sig.
	B	Typical error.	Beta		
1 (Constant)	.674	.376		1.795	.078
V_ Human talent management	.844	.085	.797	9.947	.000

As described in Table 8, the B values for the constant and the independent variable are 0.674 and 0.844.

Specific hypothesis 2:

There is a significant influence of human talent management in the results orientation of a customs company, Magdalena, 2022.

TABLE IX
SPEARMAN'S RHO STATISTIC FOR SPECIFIC HYPOTHESIS 2

			Human Talent Management	Results orientation
Spearman's Rho	Human Talent Management	Correlation coefficient	1.000	0,566
		Sig. (bilateral)		.000
		N	59	59
	Results orientation	Correlation coefficient	0,566	1.000
		Sig. (bilateral)	.000	
		N	59	59

According to Table 9, the bilateral significance computed with Spearman's rho test was 0.000. Since the value is less than 0.05, it guarantees the validation of the alternative hypothesis; therefore, there is a significant influence of human talent management on the results orientation of a customs company, Magdalena, 2022.

TABLE X
CALCULATION OF THE R2 FOR SPECIFIC HYPOTHESIS 2

Correlation coefficient (r)	Coefficient of determination (r ²)
0.566	0.3203

According to Table 10, the approximate r² is 0.3203. Therefore, a model is established that supports the influence of the independent variable "human talent management" on the dependent dimension "results orientation" in 32.03% of cases.

TABLE XI
CALCULATION OF UNSTANDARDIZED COEFFICIENTS SPECIFIC HYPOTHESIS 2

Model		Non-standardized coefficients		Typified coefficients	t	Sig.
		B	Typical error.	Beta		
1	(Constant)	2.191	.533		4.109	.000
	V_ Human talent management	0.520	.120	.496	4.315	.000

In Table 11, the B values of the constant and the first variable are 2.191 and 0.520.

Specific hypothesis 3:

There is a significant influence of human talent management on people orientation in a customs company, Magdalena, 2022.

TABLE XII
SPEARMAN'S RHO STATISTIC FOR SPECIFIC HYPOTHESIS 3

			Human Talent Management	People orientation
Spearman's Rho	Human Talent Management	Correlation coefficient	1.000	0,728
		Sig. (bilateral)		.000
		N	59	59
	People orientation	Correlation coefficient	0,728	1.000
		Sig. (bilateral)	.000	
		N	59	59

According to Table 12, the calculated significance of Spearman's rho was 0.000, with 0.05 being the lowest value, the alternative hypothesis is accepted, there is a significant influence of human talent management on people orientation in a customs company, Magdalena, 2022.

TABLE XIII
CALCULATION OF THE R2 FOR SPECIFIC HYPOTHESIS 3

Correlation coefficient (r)	Coefficient of determination (r ²)
0.728	0.5299

Seen in Table 13, r² was 0.5299, thus supporting the influence of the independent variable "human talent management" on the dependent dimension "people orientation" with 52.99% of cases.

TABLE XIV
CALCULATION OF UNSTANDARDIZED COEFFICIENTS SPECIFIC HYPOTHESIS 3

Model		Non-standardized coefficients		Typified coefficients	t	Sig.
		B	Typical error.	Beta		
1	(Constant)	.769	.512		1.501	.139
	V_ Human talent management	.815	.116	.682	7.043	.000

In Table 14, the B values for the first variable are 0.769 and 0.815.

Specific hypothesis 4:

Significant influence of human talent management on team orientation of a customs company, Magdalena, 2022

TABLE XV
SPEARMAN'S RHO STATISTIC FOR SPECIFIC HYPOTHESIS 4

			Human Talent Management	Team orientation
Spearman's Rho	Human Talent Management	Correlation coefficient	1.000	0,754
		Sig. (bilateral)		.000
		N	59	59
	Team orientation	Correlation coefficient	0,754	1.000
		Sig. (bilateral)	.000	
		N	59	59

		Sig. (bilateral)	.000	
		N	59	59

According to Table 15, the estimated bilateral significance of Spearman's rho of 0.000. This being less than 0.05 approves the alternate hypothesis, then human talent management influences team orientation in a customs company, Magdalena, 2022.

TABLE XVI
CALCULATION OF THE R2 FOR SPECIFIC HYPOTHESIS 4

Correlation coefficient (r)	Coefficient of determination (r ²)
0.754	0.5685

Likewise, Table 16, r² was 0.5685, which admits the influence of the variable "human talent management" on the dependent dimension "team orientation" 56.85% of cases.

TABLE XVII
CALCULATION OF UNSTANDARDIZED COEFFICIENTS SPECIFIC HYPOTHESIS 4

Model		Non-standardized coefficients		Typified coefficients	t	Sig.
		B	Typical error.	Beta		
1	(Constant)	.790	.459		1.721	.091
	V_ Human talent management	.814	.104	.720	7.844	.000

In Table 17, the B values of the constant and the independent variable 0.790 and 0.814. 0. 814.

Specific hypothesis 5:

There is a significant influence of human talent management on the aggressiveness of a customs company, Magdalena, 2022.

TABLE XVIII
SPEARMAN'S RHO STATISTIC FOR SPECIFIC HYPOTHESIS 5

			Human Talent Management	Aggressiveness
Spearman's Rho	Human Talent Management	Correlation coefficient	1.000	0,711
		Sig. (bilateral)		0.000
		N	59	59

	Aggressiveness	Correlation coefficient	0,711	1.000
		Sig. (bilateral)	0.000	
		N	59	59

In agreement with Table 18, the bilateral significance Spearman's rho of 0.000, being, less than 0.05 then the alternate hypothesis is taken, there is significant influence of human talent management on the aggressiveness of a customs company, Magdalena, 2022.

TABLE XIX
CALCULATION OF THE R2 FOR SPECIFIC HYPOTHESIS 5

Correlation coefficient (r)	Coefficient of determination (r ²)
0.711	0.5055

In Table 19, the r² was 0.5055. A base is acquired that explains the implication of the variable "human talent management" on the variable "aggressiveness" 50.55% of cases.

TABLE XX
CALCULATION OF UNSTANDARDIZED COEFFICIENTS SPECIFIC HYPOTHESIS 5

Model		Non-standardized coefficients		Typified coefficients	t	Sig.
		B	Typical error.	Beta		
1	(Constant)	1.508	0.421		3.581	0.001
	V_ Human talent management	0.666	0.095	0.680	6.997	0.000

As shown in Table 20, the B values for the constant and for the independent variable 1.508 and 0.666.

Specific hypothesis 6:

There is a significant influence of human talent management on the stability of a customs company, Magdalena, 2022.

TABLE XXI
SPEARMAN'S RHO STATISTIC FOR SPECIFIC HYPOTHESIS 6

			Human Talent Management	Stability
Spearman's Rho	Human Talent Management	Correlation	1.000	0,769

	Management	coefficient		
		Sig. (bilateral)		0.000
		N	59	59
	Stability	Correlation coefficient	0,769	1.000
		Sig. (bilateral)	0.000	
		N	59	59

Therefore, in Table 21, Spearman's rho sig. 0.000, being less than 0.05, allows us to consider valid the alternative hypothesis that there is a significant influence of human talent management on the stability of a customs company, Magdalena, 2022.

TABLE XXII
CALCULATION OF THE R² FOR SPECIFIC HYPOTHESIS 6

Correlation coefficient (r)	Coefficient of determination (r ²)
,769	0.5913

In T. 22, the r² was 0.5913, therefore, there is an influence of the independent variable "human talent management" on the dependent dimension "stability" in 59.13% of cases.

TABLE XXIII
CALCULATION OF UNSTANDARDIZED COEFFICIENTS SPECIFIC HYPOTHESIS 6

Model	Non-standardized coefficients		Typified coefficients	t	Sig.
	B	Typical error.	Beta		
1 (Constant)	0.372	0.535		0.694	0.491
V_ Human talent management	0.897	0.121	0.701	7.420	0.000

Table 23, the B values for the constant and for the independent variable 0.372 and 0.897.

Specific hypothesis 7:

Significant influence of human talent management on innovation and risk taking in a customs company, Magdalena, 2022.

TABLE XXIV
SPEARMAN'S RHO STATISTIC FOR SPECIFIC HYPOTHESIS 7

	Human Talent	Innovation and
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Spearman's Rho	Human Talent Management	Correlation coefficient	1.000	0,728
		Sig. (bilateral)		0.000
		N	59	59
	Innovation and risk taking	Correlation coefficient	0,728	1.000
		Sig. (bilateral)	0.000	
		N	59	59

Table 24 presents Spearman's rho significance of 0.000. Being less than 0.05, it allows taking the decision to validate the alternative hypothesis, there is a significant influence of human talent management in innovation and risk taking of a customs company, Magdalena, 2022.

TABLE XXV
CALCULATION OF THE R² FOR SPECIFIC HYPOTHESIS 7

Correlation coefficient (r)	Coefficient of determination (r ²)
,728	0.5299

Table 25, the r² was 0.5299, leading to create a support that explains the influence of the variable "human talent management" in the dimension "innovation and risk taking" in 52.99% of cases.

TABLE XXVI
CALCULATION OF UNSTANDARDIZED COEFFICIENTS SPECIFIC HYPOTHESIS 7

Model	Non-standardized coefficients		Typified coefficients	t	Sig.
	B	Typical error.	Beta		
1 (Constant)	-.357	.536		-.667	.507
V_ Human talent management	1.065	.121	.759	8.804	.000

Thus, Table 26, the B values for the constant and the independent variable 357 and 1.065 therefore a formula can be assimilated to explain the implication between "human talent management" and the dimension "innovation and risk taking".

V. DISCUSSION AND CONCLUSIONS

A. Discussion

Regarding the research described by Guzmán [7] developed in Latin America, precisely in Colombia; sharing geographical similarity with this research, which was carried out in Peru. The detailed analysis of this background allowed us to know that the author Guzmán [7] worked with two variables "prospective of human talent" and "business culture", similar to the variables explored for this research. Guzmán [7] used the qualitative approach describing the research phenomena as they occurred in their context, this allowed the researcher of this thesis to complement the study by using a different approach, the quantitative one, and thus enhance the research. In the present thesis, 59 collaborators of a customs company were surveyed, while Guzmán [7] interviewed workers in the mining sector. In conclusion, as highlighted by Guzmán [7], there exists a significant and influential relationship between corporate culture and human resources within the mining sector. This relationship serves as a valuable strategy for optimizing the organization, thereby establishing a competitive advantage over rivals. The statistical results ($p = 0.000$ and $r^2 = 0.7603$) further corroborate this conclusion, providing clear evidence of the profound impact that this relationship has on a company's performance and success.

In this same line of research, Anangóno [8] in Ecuador worked with the variables "work climate" and "organizational culture in human talent", while this study was conducted in Peru, taking only the variable "organizational culture". As for the approach, Anangóno [8] used the qualitative approach and I studied the quantitative approach, so that both allow complementarity. The present thesis involved 59 workers from a customs company as participants. Anangóno [8] conducted a survey of the organization's public servants, including 143 participants in the year 2019 and 144 in the year 2020. The research findings concluded that every company should implement an improvement plan concerning the work environment and organizational culture of human talent for the ultimate benefit of the organization. According to Anangóno [8], it is crucial for the institution's leaders to understand the influence of these variables on performance and their impact on the business market. The statistical analysis, with a conclusion supporting a significant influence ($p = 0.000$ and $r^2 = 0.7603$), further reinforces the importance of these factors in organizational success.

On the other hand, Castillo & Córdova [9] conducted a study of the variables "human talent" and "organizational culture", likewise this thesis was developed in 2023 with the same variables. Both studies were conducted in Peru, the research of Castillo & Córdova [9] in Piura, unlike this study whose territorial focus was Lima. Also, both studies took a quantitative approach. In their sample Castillo & Córdova [9] defined it as 49 participants and this study used 59 workers as a representative sample. Castillo & Córdova [9] employed the statistical test alpha Cronbach to assess the reliability of the data. The first variable yielded a result of $r = 0.953$, while the

second variable resulted in $r = 0.949$. Based on these findings, they reached the conclusion that human talent significantly influences the organizational culture of the company Support Brigades Fire. These conclusions and contributions are highly regarded, as the research results ($p = 0.000$ and $r^2 = 0.7603$) further affirm the significance of these variables in the context of company administration.

The study conducted by Tupac [10] investigated "human talent" as the main variable and "organizational culture" as the second variable, in Madre de Dios, while this study was conducted in Lima. In terms of methodological characteristics, the study by Tupac [10] used a descriptive quantitative approach, a survey and a questionnaire applied to 169 workers as a data collection instrument. This study also followed a quantitative approach, in which 59 workers of a customs company were surveyed. Tupac [10] arrived at a primary conclusion in their research, establishing a direct correlation between the two variables under study. The Pearson's correlation coefficient of 0.515 was found, signifying a moderate correlation at a significance level of 0.05. Additionally, to complement Tupac's research and move beyond mere correlation, the Spearman's rho statistic was employed. This statistical analysis ($p = 0.000$ and $r^2 = 0.7603$) allowed for a deeper understanding of the influence of the human talent variable in the context of the study.

B. Conclusions

According to Bermúdez, et al. [19], conclusions are the main generalizations of the findings of a research, they are based on the in-depth study and the scientific contributions developed, they establish a systematic relationship of the problem, results and discussion of the research.

1. There is a significant influence of human talent management on the organizational culture in a customs company, Magdalena, 2022; where it was validated by means of Spearman's rho statistics, with results $p = 0.000$ and $r^2 = 0.7603$.
2. There is a significant influence of human talent management in the attention to detail in a customs company, Magdalena, 2022; where it was validated by means of Spearman's rho statistic, having results $p = 0.000$ and $r^2 = 0.6839$.
3. There is a significant influence of human talent management on the results orientation of a customs company, Magdalena, 2022; where it was validated by means of Spearman's rho statistic, scoring results $p = 0.000$ and $r^2 = 0.3203$.
4. There is significant influence of human talent management on people orientation in a customs company, Magdalena, 2022; where it was validated through Spearman's rho statistic, scoring results $p = 0.000$ and $r^2 = 0.5299$.
5. There is a significant influence of human talent management on team orientation in a customs company, Magdalena, 2022; where it was validated by means of Spearman's rho statistic, with results $p = 0.000$ and $r^2 = 0.5685$.

6. There is a significant influence of human talent management on the aggressiveness of a customs company, Magdalena, 2022; where it was validated using Spearman's rho statistic, having results $p = 0.000$ and $r^2 = 0.5055$.
7. There is a significant influence of human talent management on the stability of a customs company, Magdalena, 2022; where it was validated using Spearman's rho statistic, obtaining results $p = 0.000$ and $r^2 = 0.5913$.
8. There is a significant influence of human talent management on innovation and risk taking in a customs company, Magdalena, 2022; where it was validated with the Spearman's rho statistic, with results $p = 0.000$ and $r^2 = 0.5299$.

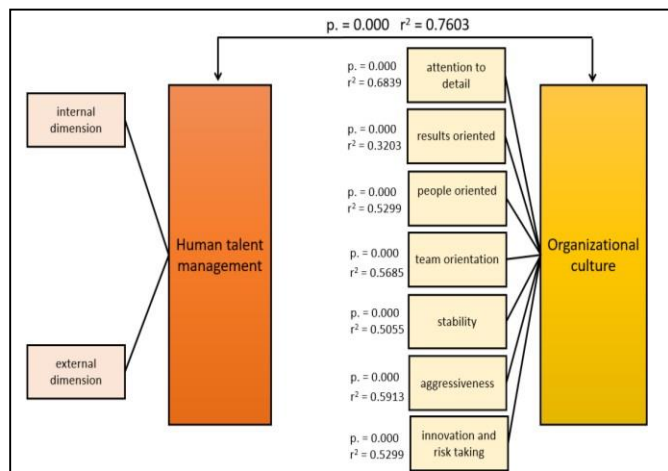


Fig. 4 Summary of conclusions.

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