

Job profile for the general services sector, Los Olivos, 2025

Occupational profile in the general services sector, Los Olivos, 2025

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Abstract— *The purpose of this research was to determine the relationship between the job profile and the interaction of its dimensions, content, context, and job profile in the general services sector in the Los Olivos district, during the period 2025. The methodology employed was a quantitative, applied approach, with a non-experimental cross-sectional design. For this purpose, a population of 385 employees in the general services sector in the Los Olivos district was used. The data collection technique was a survey, applying a 10-item questionnaire. The study showed that 49% of respondents always take courses on activities related to their position, 42% mentioned that they are sometimes informed of important aspects such as work hours, risks associated with the use of chemicals, and rotating shifts, and finally, 9% mentioned that the company never adequately informs them about the start of work activities. The conclusion is that there is interaction between the job profile and its dimensions, given that each one is collectively correlated, generating dependence, and this is statistically proven.*

Keywords— *competence, position, talent, job profile*

I. INTRODUCTION

Automation and artificial intelligence have redesigned many tasks and led us to rethink how and what we do at work. Everything has changed significantly in recent years, and much of this is due to advances in technology [1]. In 2024, the labour market in Peru is undergoing significant transformations. According to INEI (2024), the population with adequate employment increased by 1.3%, which is why the need for specific job profiles is on the rise, especially in sectors that require technical skills and the ability to adapt to new technologies. Areas such as technology, health, and sustainability are expected to demand more professionals, highlighting the growing importance of interpersonal and emotional skills in the workplace. [2]. In relation to the above, statistics show that the service sector will continue to be the strongest in terms of employment, while jobs in traditional sectors, such as agriculture, are in decline. This contributes to education and training processes taking on a fundamental role, as they enable the development of essential skills, abilities and knowledge to ensure employability, especially for those seeking to enter the labour market.

It also highlights that social and emotional skills are increasingly valued, indicating a shift in workplace culture towards more collaborative and diverse teams. This means that

applicants must not only have solid technical knowledge, but also demonstrate interpersonal skills that enable them to collaborate effectively in teamwork environments. [3] The United Nations (UN) developed the Sustainable Development Goals with the aim of reducing poverty, protecting the planet and promoting world peace. That is why this work will contribute (Goal 8) to promoting policies that support development and strengthen productive activities that drive the creation of quality jobs, which also involves supporting entrepreneurship, stimulating creativity and promoting innovation. Furthermore, it is essential to facilitate formalisation, as this contributes to the well-being of communities and the economy in general. The research was conducted in the district of Los Olivos (see Figure 1), where a company that recruits personnel for private entities was analysed.

The scenario faced by the company is that it lacks the identification of the necessary skills that make the applicant compatible with the performance of the job, given that it only uses traditional methodology during the selection process, focusing on the formal education of the applicants, as this is more relevant among the candidates. Therefore, it is a process organised to gain an in-depth understanding of the important tasks and responsibilities of a job, better understanding what it entails and what is expected of the person who occupies it.

Likewise, it has been identified that there are many employees who lack the academic qualifications required for the position, yet hold high-level positions with inconceivable remuneration, unlike those with higher academic qualifications. It consists of several key aspects that help to understand what it really means to hold a position.

The activities and work commitments undertaken by each employee within a company are essential for aligning their role with the changing needs of the organisation, allowing for better adaptation to the challenges and transformations of the environment, and aligning the employee with the company's objectives. These are the skills, competencies and knowledge that an employee requires to perform their job effectively

Therefore, the research has a general problem: What is the relationship between the job profile and the interaction of the job content, job context, and job requirements in the general services sector of the Los Olivos district during the period 2025?

And as for the specific problems were:

1. What is the relationship between the job content and the job context in the general services sector of the Los Olivos district during the period 2025?
2. What is the relationship between the job content and the job requirements in the general services sector of the Los Olivos district during the period 2025?
3. What is the relationship between the context of the position and the requirements of the position in the general services sector of the Los Olivos district during the period of 2025?

Additionally, the overall objective of the research was to determine the relationship between Prfl. Psto and the interaction of its dimensions: job content, job context, and job requirements in the general services sector, Los Olivos, 2025.

And as for the specific objectives, these were:

1. To determine the relationship between job content and job context in the general services sector of the Los Olivos district during the period 2025
2. To determine the relationship between job content and job requirements in the general services sector of the Los Olivos district during the period 2025
3. To determine the relationship between the context of the position and the requirements of the position in the general services sector of the Los Olivos district during the period of 2025.

Previous work was analyzed in this study and is detailed below:

In Colombia Garzón et al. [4] report that well-being in the workplace is essential for employees to feel satisfied in their jobs. This satisfaction comes from aspects such as task variety, available resources, and results achieved. When employees are comfortable in their environment, their performance improves, benefiting both them and the organisation. The comparative study of organisations in Colombia, Latin America and Europe highlights the lack of standardised criteria for measuring favourable working conditions. It found that the provision of adequate working conditions is the most important factor for employee satisfaction. The analysis concludes that, in addition to a good salary, it is essential to respond to the intellectual, emotional, and social aspects of employees, as this is key to their development and performance. By doing so, companies not only attract and retain talent, but also create a work environment in which employees feel recognised for their work.

Martinez et al. [5], refer to a study on how a group of workers who have returned to their jobs after facing health problems perceive their integration into the work environment. Qualitative interpretive research was conducted with the aim of exploring, learning about, and gaining a deeper

understanding of the work experience. Interviews were used to collect data, taking as a reference the principles of ergonomics applied in the workplace. The study considered variables such as worker profiles, working environment conditions and how tasks are distributed. They also noted that there is little knowledge of their skills in their work environment, a dehumanisation driven by a focus on productivity, and that support from their managers varies according to their leadership style. In summary, reintegrated workers feel that their integration into the workplace is insufficient. Therefore, it is recommended that interventions be implemented to address the reintegration process in a participatory and comprehensive manner, in which they feel heard, recognised, and respected upon their return. The study revealed that employees face physical pain and certain limitations when performing their duties. They also perceive that the assignment of tasks is not aligned with the reality of their abilities, evidencing a disconnect between what is expected of them and what they can actually do.

In Huancavelica (Peru), Simaura [6], mentions the relationship between job performance and job profiles of employees at the Castrovirreyna Local Education Management Unit (UGEL) in 2019. To achieve this, a basic methodology with a descriptive correlational approach was used, employing the hypothetical-deductive method and a non-experimental, correlational, and cross-sectional design. The study population consisted of 61 workers, all of whom were public servants at the Castrovirreyna UGEL. Data was collected through a survey, the reliability of which was evaluated using Cronbach's alpha. The results showed a significant correlation of 0.786 between job performance and job profiles, with a significance level of $p < 0.05$. Regarding job profiles, the analysis revealed that 66.7% of workers who were undecided about their job profile had average job performance. On the other hand, 92.1% of those who agreed with their job profile and 85% of those who strongly agreed had high job performance. In summary, the research showed that when workers are aligned with their job profiles, they tend to have higher job performance. This underscores the importance of ensuring that job profiles are appropriate and that workers are well assigned to maximise their performance and contribute to the success of the organisation.

In Cajamarca (Peru), Comeca [7], With its argument that there is a significant relationship between human talent management and job profiles, the study used a descriptive-correlational approach and a non-experimental design. The study population consisted of 10 area managers, representing a representative sample of the entire population. The research concluded that both variables have shortcomings, given that human talent management should focus on designing job profiles effectively and selecting the best candidate for each position. However, the results suggest that this alignment is not currently being achieved, implying that human talent management needs to be improved to meet the specific requirements of each job profile. This finding underscores the importance of a more comprehensive human talent

management approach that not only focuses on employee selection and development but also ensures that job profiles are well defined and that selected candidates meet those requirements.

Regarding the models related variables, we have:

Research was conducted on the job profile variable. Acosta mentions that these requirements help to tailor the position to the qualities and characteristics that the candidate needs to be selected. Durand [8] states that they are created to provide details in three key areas: information about the company and the position, a description of the duties, and the job profile. Rodio [9] states that the job profile involves understanding the role and concept within the organisation and that this is achieved by analysing how the position fits in with the company and what impact it has on its overall functioning. According to Jiménez [10], the dimensions of this are the content of the position, which are the results required from the same objectives, as it aims to involve various activities that are designed for it the context of the position, according to Dessler [11], is where information is introduced regarding the material conditions for working in terms of hours or other related issues. For Naumov [12], the job requirements specify all the personal components that the position needs to be performed correctly, such as age, experience, and willingness to relocate or travel.

Finally, the general research hypothesis consisted of determining whether there is a relationship between the job profile and the interaction of the job content, job context, and job requirements in the general services sector of the Los Olivos district during the period of 2025.

In addition, the specific hypotheses were:

1. There is a relationship between job content and job context in the general services sector of the Los Olivos district during the period 2025
2. There is a relationship between job content and job requirements in the general services sector of the Los Olivos district during the period 2025
3. There is a relationship between the context of the position and the requirements of the position in the general services sector of the Los Olivos district during the period of 2025.

II. METHODOLOGY

The study adopted a quantitative methodology, which involved collecting and analysing numerical data. Once obtained, the data was analysed in detail to understand and interpret the results clearly. According to Gómez [13], the quantitative approach is based on obtaining and processing numerical data in order to answer specific questions and test hypotheses that have been established beforehand to explain in an objective and accurate manner.

The method used was hypothetical-deductive, as it focused on observing the phenomenon in detail and making assumptions to find a solution to the problem at hand. According to Cegarra [14], we often use this method in our daily lives as it is the most logical way to solve the problems we face on a daily basis.

The research was correlational in nature, as it sought to understand the relationship between the job profile and its different dimensions. Bernal [15], mentions that correlational research focuses on analysing the connection between variables or the results obtained from them, how they interact with each other, without involving a direct cause of the other.

On the other hand, it was applied research. Namakforoosh [16], mentions that it is used to establish actions, policies, and strategies; it also focuses on making important decisions that have a long-term impact.

The design used was a non-experimental cross-sectional design, as it was used in a natural context without manipulation of the variable. Alles [17] refers to it as exploring how one or more variables vary over time, even though a measurement is taken and the population is organised into different age groups to infer how they have evolved.

Palomino [18] mentions that these are the set of tasks that a person performs regularly and consistently, representing a significant part of the work in that position. From an operational perspective, the job profile variable was taken into account, which was measured with its dimensions of job content, job context, and job requirements with 12 items, using an ordinal measurement scale.

As a first dimension, job content, according to Jiménez [10], refers to the functions performed within the same organisation, such as the levels of skill, education, experience, and responsibility expected of the employee depending on the circumstances. Using indicators, he states that functions refer to the work functions that are performed on a regular basis, including roles and activities carried out by the worker to achieve their objectives. Mention that the task is the activity performed to fulfil a responsibility, enrich a capacity or achieve a purpose.

As a second dimension for the context of the position, that it refers to the set of components and conditions that delimit and define the activities, responsibilities, and expectations of the specific position. With the following indicators: state that working conditions encompass all elements that affect how an employee interacts with their workplace, directly impacting their safety, well-being, health, and ability to work effectively. Define risk as the danger that a worker may suffer at work, including injury or physical harm in the event of an accident.

Pereyra [19] defines the working day as the time that a worker is available to their employer to carry out their daily tasks and responsibilities. Academic training is the structured and formal education offered in educational institutions, from basic education to postgraduate studies. (National Autonomous University of Mexico, 1991). The personal attributes are the unique and essential characteristics that

distinguish each person from others, that is, it is personality that determines their individuality.

The population is limited to a specific area in order to obtain more accurate results. A total of 385 employees from the general services sector were considered. For this research, employees from a general services company in the Los Olivos district were considered. This ensures that the research is solid and reliable. For this reason, employees who were dismissed and referred were excluded because the selection process was not the same. Likewise, the census was applied, which consisted of 385 employees for the study. Regarding the unit of analysis, two employees from each entity were considered between the entry periods of 2020 and 2025 in order to obtain more information regarding the research.

As for the technique used to collect the information, a survey was chosen, which was applied to all the selected employees of the organisation. This tool allowed data to be obtained in a structured and direct manner, facilitating the collection of perceptions, opinions and experiences related to the topic under investigation. The questionnaire used as an instrument consisted of 12 items designed to evaluate the job profile variable. To measure the responses, an ordinal Likert scale was applied, which included three options: a) Never, b) Sometimes, and c) Always.

With regard to the questionnaire validation process, a comprehensive analysis was carried out by experts to ensure that each item was correctly formulated and consistent with the variable analysed. To assess the validity of the instrument, three experts in the field of administration were consulted, who reviewed the structure of the instrument and its items in order to give their approval. Once the data from this preliminary test had been collected, a reliability analysis was applied using Cronbach's alpha. A value greater than 0.70 is considered acceptable. In this case, Jamovi software was used, obtaining a value of 0.847, which indicates adequate reliability and supports the use of the questionnaire in the research. For the analysis of the collected data, statistical methods were chosen, as these allow for more effective organisation, interpretation and understanding of the information.

Descriptive statistics were a key tool for presenting the results in an orderly and clear manner, through graphs, tables and interpretations. On the other hand, inferential statistics were used to further evaluate the variable studied and draw conclusions from the data obtained and the hypotheses formulated. The data analysis method included: data normality testing, general descriptive statistics, measurement of the level of variables and indicators, and hypothesis testing.

III. RESULTS

Demographic characteristics of the sample.

Figure 2 49% of respondents stated that the company always (S) develops courses related to job activities, based on assessments that allow employees to acquire the necessary skills to promote teamwork; while 42% said that Sometimes (S) they are informed about important aspects such as working hours, the risks associated with the use of chemicals and rotating shifts; and 9% said that Never (N) recruiting companies adequately inform staff about the start of work activities or about the carrying out of drills in cleaning services. Rodio [13] states that job profiling involves understanding the role and concept within the organisation and that this is achieved by analysing how the position fits into the company and what impact it has on overall operations. If this perspective redefines job profiling as crucial and strategic information for the worker, employees' perception of the company could improve significantly.

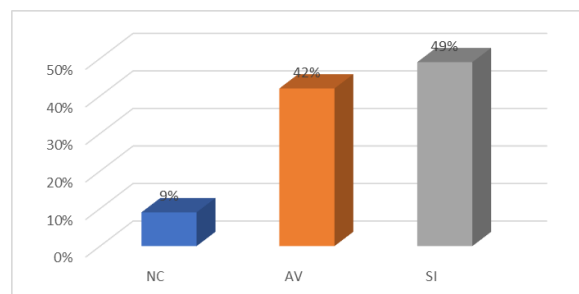


Fig. 2 Level of awareness of the job profile in the general services sector

Figure 4 51% of respondents stated that the recruiting company always (S) provides extensive information about the service and assigned work schedule, while 38% said that they are sometimes (AV) informed about rotating schedules, and 11% said that they are never (NC) informed about the dangers associated with handling chemicals in their work activities. In this regard, if companies focus their efforts on providing complete information about the handling of chemical products and correctly communicating rotating schedules, they could improve the appreciation that employees have for the entity where they work.

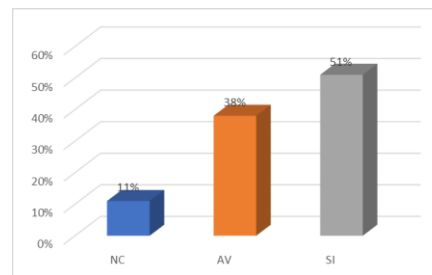


Fig. 4 Degree of perception of the context dimension of the position in relation to the job profile variable for the general services sector, Los Olivos.

Hypothesis Testing Results.

Given that the thesis is explanatory in nature and the normality test revealed that the data were not normal, a non-parametric hypothesis test is recommended. It was therefore considered appropriate to subject each hypothesis to Spearman's statistical test.

Regarding the general hypothesis: There is a significant relationship between the content, context, and requirements of the job in the job profile of the general services sector, Los Olivos, 2025.

TABLE I

Relationship between job profile and its dimensions

Job profile = 22.66% Content + Context of the job; 31.36% Content + Job requirements; 39.19% Context + Job requirements

Content x Context of the job = 22.66%
Content x Job requirements = 31.36%
Context x Job requirements = 39.19%

GENERAL HYPOTHESIS TEST

There is evidence of a correlation between the job profile variable and the dimensions of job content, context, and requirements. This is because each one operates in a dependent manner, since according to the data obtained, the strongest relationship exists between the context and the requirements of the position, which is 39.19%, followed by the content and the requirements of the position, which is 31.36%, and finally, the content and the context of the position, which is 22.66%. These percentages reflect that all dimensions contribute to the job profile.

For specific hypothesis 1: There is a significant relationship between the content and context of the position in the general services sector, Los Olivos, 2025.

TABLE II
SPECIFIC HYPOTHESIS 1 TEST

		Contenido del puesto	Contexto del puesto
Contenido del puesto	Rho de Spearman		0.476***
	Valor p		<.001
	N		385
Contexto del puesto	Rho de Spearman	0.476***	
	Valor p	<.001	
	N	385	

Table II it can be observed that the dimensions of job content and job context are related, given that there is a p-value of 0.001, which is less than < 0.05. Therefore, the null hypothesis (Ho) is rejected and the working hypothesis (H1) is accepted, statistically demonstrating that there is a correlation between both variables.

For specific hypothesis 2: There is a significant relationship between content and job requirements in the general services sector, Los Olivos, 2025.

TABLE III
SPECIFIC HYPOTHESIS 2 TEST

		Contenido del puesto	Requerimiento del puesto
Contenido del puesto	Rho de Spearman		0.560***
	Valor p		<.001
	N		385
Requerimiento del puesto	Rho de Spearman	0.560***	
	Valor p	<.001	
	N	385	

Table III presents the validation of specific hypothesis 2. The content dimension of the position is linked to the context dimension of the position in the general services sector of the Los Olivos district, because the significance found is less than 0.05 (p <.001), so the working hypothesis (HE2) is accepted and the null hypothesis (Ho) is rejected, statistically demonstrating that there is a relationship between the two variables.

For specific hypothesis 3: There is a significant relationship between context and job requirements in the general services sector, Los Olivos, 2025.

TABLE IV
SPECIFIC HYPOTHESIS 3 TEST

		Contexto del puesto	Requerimiento del puesto
Contexto del puesto	Rho de Spearman		0.626***
	Valor p		<.001
	N		385
Requerimiento del puesto	Rho de Spearman	0.626***	
	Valor p	<.001	
	N	385	

Table IV corresponds to the test of specific hypothesis 3. The context dimension of the position is linked to the requirement dimension of the position in the general services sector of the Los Olivos district, because the significance found is a p-value less than 0.05 (p <.001), so the working hypothesis (HE3) is accepted and the null hypothesis (Ho) is rejected, statistically demonstrating that there is a relationship between the two variables.

IV. DISCUSSION

The general hypothesis proposed supported the significant existence between the content, context, and requirements of the position in the job profile in the general services sector, Los Olivos, 2025. The overall objective was to determine the relationship between the job profile and the interaction of its dimensions, job content, and job context in the general services sector of the Los Olivos district during the period of 2025. This revealed a significant interaction between the context and requirements of the position with a coefficient of determination of 39.19%, the content and requirements of the

position with 31.36%, and the content and context of the position with 22.66% association between the dimensions of the job profile. Statistical analysis showed that the interactions between the dimensions were the context and requirements of the position, with a 40% association with the job profile variable. This research can be related to the work of Simaura [6], who evaluated the relationship between job profile and job performance, and how the relationship between the two can have a positive or negative impact. Both this study and Simaura's showed that it is essential for workers to be aligned with their job profiles in order to ensure and maximise worker performance and contribute to the organization. Finally, Palomino [18] defines the job profile as the set of tasks that an employee performs on a regular and consistent basis, such that they represent a significant part of the duties they perform in that position.

A correlation between the content and context of the position in the general services sector, Los Olivos, 2025, was examined. The purpose of the study was to identify the relationship between both dimensions. The Spearman's Rho test was used, finding a p-value less than 0.05 ($<.001$), which determines the rejection of the null hypothesis. This demonstrates a positive average correlation between both aspects in the sector. Consequently, specific objective 1 is supported by this statistically significant correlation. Duque et. al [20] in his human management model sets out the requirements of BPO companies, which was carried out using a qualitative approach employing interviews to collect information on complaints from these companies. In this study, a model was developed to identify key processes and results in the area of human resources in order to define the most effective strategies. This model allows us to understand how talent management operates in business contexts that have different objectives from those of conventional companies. It also allows the most important processes to be highlighted in order to achieve the organisation's goals. It also mentions that processes must be carried out properly and with a thorough analysis of the company, as this information can be used to establish clear policies to guide talent management. On the other hand, Torres et al. [21], according to their study conducted in many small and medium-sized enterprises, human management requirements are not effectively applied. This is because they do not have a specialised area in this field, as related tasks are often taken on by other areas or employees without the relevant and necessary information. Therefore, they mention that it is necessary to define the qualities that a competent human resource management professional should have and how their contribution can truly benefit the company. The study was conducted through a survey of 103 human resources managers in SMEs in Villavicencio, which established an ideal profile for this role, suggesting that the person should have a degree in business administration or a related field, as well as a specialisation in human resources and two years of experience. On the other hand, the content of the position has a standard deviation of 0.62, while the average is 2.38 and the coefficient of

variability is 0.26. Likewise, the context of the position has a standard deviation of 0.68, an average of 2.39 and a coefficient of variability of 0.29. The strategic objective to be implemented is to clearly organise the tasks and responsibilities of each position by the end of 2027. Through activity 1, which consists of developing the MOF; activity 2, providing training on the tasks and responsibilities of each position; activity 3, defining the indicators to evaluate the fulfilment of duties; activity 4, constantly updating the content of the job profiles; activity 5, training supervisors to provide regular training to employees on the responsibilities of their position.

It was determined whether there is a relationship between the content and requirements of the position in the general services sector, Los Olivos, 2025. The objective was to determine the relationship between both dimensions. Spearman's Rho was used, finding a p-value less than 0.05 ($<.001$); therefore, the null hypothesis is rejected. Thus, it has been demonstrated that there is a positive average relationship between job content and job requirements. Therefore, specific objective 2 is supported by this statistically significant correlation. Campos and Martínez [22] mention in their study that the current labour market values candidates who know how to work in a team, communicate clearly and have good problem-solving skills. An analysis of more than 646,000 job offers published in Mexico between August 2021 and June 2022 revealed that the social skills most sought after by employers are collaboration and empathy, accounting for 26% of vacancies. The study also shows that people with university degrees and strong cognitive skills can aspire to salaries around 6% higher. However, there was evidence of a huge gender pay gap, with women continuing to receive offers with salaries 12% lower than men, even when they have the same training and skills. These data highlight the importance of educational institutions and companies working together to promote the development of skills that prepare people not only to find employment, but also to build fairer, more inclusive and equitable work environments, in which everyone has real opportunities to grow and succeed. In terms of job content, there is a standard deviation of 0.62, an average of 2.38 and a coefficient of variability of 0.26. Similarly, job requirements have a standard deviation of 0.66, an average of 2.42 and a coefficient of variability of 0.27. The strategic objective to be implemented is to update the information on material conditions and working hours in the job profiles. Through activity 1, which consists of gathering information on the schedules, spaces, and tools used in each position; activity 2, meeting with area managers to verify the information; activity 3, updating the job profile documents; activity 4, publishing the updated profiles internally so that all employees can access them; activity 5, raising employee awareness of changes in working conditions through talks.

The existence of a relationship between the context and the job requirements in the general services sector, Los Olivos, 2025, was evaluated. The purpose of the study was to identify

the relationship between both dimensions. Therefore, Spearman's Rho was used, which showed that the p-value is less than 0.05 ($<.001$), thus rejecting the null hypothesis. This resulted in a positive average relationship between the context and the job requirements. Therefore, it has been demonstrated that specific objective 3 is supported by this statistically significant correlation. Leyva et al. [23] mentions that in recent years there has been growing interest, both in academia and in business, in better understanding human talent management. However, there is still little research that thoroughly analyses key aspects such as staff attraction, retention and development, and how all this influences job performance. For this reason, the study focused on understanding how relevant human talent management is to the performance of employees in an agricultural services company, with the aim of identifying its impact on the organisation's overall results. Their study of 138 respondents revealed that human talent development has had the greatest influence on job performance, followed by staff recruitment. On the other hand, retention did not have a significant impact on employee performance. In conclusion, each aspect of talent management influences performance in different ways, with development and recruitment making the biggest difference. This information is very valuable for companies to focus their efforts on areas that truly enhance their team's performance and, therefore, improve their organisational results. In relation to the job context, it has a standard deviation of 0.68, an average of 2.39 and a coefficient of variability of 0.29. On the other hand, the job requirement has a standard deviation of 0.66, an average of 2.42 and a coefficient of variability of 0.27. The strategic objective to be carried out is to strengthen the selection processes, ensuring that the talent is appropriate for the position. Through activity 1, which consists of bringing together employees and managers from each area to find out what is needed for each position; activity 2, establishing the minimum requirements for each job position; activity 3, corroborating the requirements with managers and HR; activity 4, preparing a job requirement sheet; activity 5, communicating the requirements by email.

V. CONCLUSIONS

1. It was determined that there is a relationship between the job profile and the interaction of its dimensions, however, the analysis revealed a higher statistical linkage between the job context and the job requirement (39.19%); likewise, there was a 31.36% association between the job content and the job requirement and, the lowest magnitude correlation was between the job content and the job context (22.66%) generated in the job profile of the general services sector, Los Olivos, 2025.
2. Through statistical analysis, a significant correlation of 0.476 (average positive correlation) was identified between the content and the context of the job in the general services sector, Los Olivos, 2025.

3. A significant correlation of 0.560 (significant positive correlation) was statistically demonstrated between the content and the job requirement of the general services sector post, Los Olivos, 2025.
4. The statistical results showed a significant correlation of 0.626 (considerable positive correlation) between the context and requirements of the general services sector job, Los Olivos, 2025.

VI. RECOMMENDATIONS

First: It is suggested that companies in the general services sector implement the actions designed on the basis of the objectives and activities set out in the proposed model, given that a high interaction between the job profile variable and its dimensions content, context and job requirements has been demonstrated. This will have a positive impact on the job profile.

Second: It is advisable for companies in the general services sector to clearly organise the tasks and responsibilities of each job and to update the information on material conditions and working hours in the job profiles in order to obtain a more efficient job performance aligned with the organisation's objectives.

Third: It is proposed that entities in the general services sector implement a programme to ensure optimal and updated working conditions for all positions, and to strengthen the selection processes, ensuring the right talent for the position for efficient and healthy work.

Fourth: It is recommended that the general services entities align their job profiles with organisational competencies and that they consider the courses developed for the activity of the job, in order to enhance the development of specific skills and contribute to achieving the strategic goals of the organisation.

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