



Anexo II
II A. Tabla de frecuencias del nivel operativo

Conteo Total Operativos						Total Operativos en %						
	A	B	C	D	E	Encuestas Aplicadas		A	B	C	D	E
1	199	73	0	0	0	272	1	73%	27%	0%	0%	0%
2	249	23	0	0	0	272	2	92%	8%	0%	0%	0%
3	124	70	19	59	0	272	3	46%	26%	7%	22%	0%
4	84	72	12	104	0	272	4	31%	26%	4%	38%	0%
5	13	130	77	52	0	272	5	5%	48%	28%	19%	0%
6	198	8	48	18	0	272	6	73%	3%	18%	7%	0%
7	33	74	3	162	0	272	7	12%	27%	1%	60%	0%
8	209	63	0	0	0	272	8	77%	23%	0%	0%	0%
9	176	96	0	0	0	272	9	65%	35%	0%	0%	0%
10	168	104	0	0	0	272	10	62%	38%	0%	0%	0%
11	190	82	0	0	0	272	11	70%	30%	0%	0%	0%
12	259	13	0	0	0	272	12	95%	5%	0%	0%	0%
13	137	113	22	0	0	272	13	50%	42%	8%	0%	0%
14	92	36	144	0	0	272	14	34%	13%	53%	0%	0%
15	110	56	47	59	0	272	15	40%	21%	17%	22%	0%
16	21	178	73	0	0	272	16	8%	65%	27%	0%	0%
17	167	105	0	0	0	272	17	61%	39%	0%	0%	0%
18	28	69	30	42	0	169	18	17%	41%	18%	25%	0%
19	48	95	129	0	0	272	19	18%	35%	47%	0%	0%
20	184	88	0	0	0	272	20	68%	32%	0%	0%	0%
21	173	99	0	0	0	272	21	64%	36%	0%	0%	0%
22	152	20	7	93	0	272	22	56%	7%	3%	34%	0%
23	107	149	16	0	0	272	23	39%	55%	6%	0%	0%
24	68	57	94	49	4	272	24	25%	21%	35%	18%	1%
25	76	3	193	0	0	272	25	28%	1%	71%	0%	0%
26	140	132	0	0	0	272	26	51%	49%	0%	0%	0%
27	114	104	54	0	0	272	27	42%	38%	20%	0%	0%
28	229	43	0	0	0	272	28	84%	16%	0%	0%	0%
29	109	163	0	0	0	272	29	40%	60%	0%	0%	0%
30	39	164	69	0	0	272	30	14%	60%	25%	0%	0%
31	238	34	0	0	0	272	31	88%	13%	0%	0%	0%
32	234	38	0	0	0	272	32	86%	14%	0%	0%	0%
33	229	21	22	0	0	272	33	84%	8%	8%	0%	0%
34	182	59	31	0	0	272	34	67%	22%	11%	0%	0%
35	196	76	0	0	0	272	35	72%	28%	0%	0%	0%
36	49	32	33	158	0	272	36	18%	12%	12%	58%	0%
37	258	14	0	0	0	272	37	95%	5%	0%	0%	0%
38	148	116	8	0	0	272	38	54%	43%	3%	0%	0%
39	140	132	0	0	0	272	39	51%	49%	0%	0%	0%
40	141	131	0	0	0	272	40	52%	48%	0%	0%	0%
TT	272	0	0	0	0	272	TT	100%	0%	0%	0%	0%
AE	110	65	66	31	0	272	AE	40%	24%	24%	11%	0%
S	174	98	0	0	0	272	S	64%	36%	0%	0%	0%
ED	15	116	97	39	5	272	ED	6%	43%	36%	14%	2%
EMAX	10	43	113	57	49	272	EMAX	4%	16%	42%	21%	18%



APÉNDICE

II B. Tabla de frecuencias de nivel supervisor

Total Supervisores						Total Supervisores %					
	A	B	C	D	E		A	B	C	D	E
1	78	14	0	0	0	92	85%	15%	0%	0%	0%
2	86	6	0	0	0	92	93%	7%	0%	0%	0%
3	45	20	5	22	0	92	49%	22%	5%	24%	0%
4	25	23	1	43	0	92	27%	25%	1%	47%	0%
5	9	14	37	32	0	92	10%	15%	40%	35%	0%
6	71	14	5	2	0	92	77%	15%	5%	2%	0%
7	19	21	3	49	0	92	21%	23%	3%	53%	0%
8	81	11	0	0	0	92	88%	12%	0%	0%	0%
9	63	29	0	0	0	92	68%	32%	0%	0%	0%
10	67	25	0	0	0	92	73%	27%	0%	0%	0%
11	62	30	0	0	0	92	67%	33%	0%	0%	0%
12	88	4	0	0	0	92	96%	4%	0%	0%	0%
13	47	37	8	0	0	92	51%	40%	9%	0%	0%
14	20	18	54	0	0	92	22%	20%	59%	0%	0%
15	15	28	35	14	0	92	16%	30%	38%	15%	0%
16	15	53	24	0	0	92	16%	58%	26%	0%	0%
17	70	22	0	0	0	92	76%	24%	0%	0%	0%
18	5	37	19	9	0	70	7%	53%	27%	13%	0%
19	17	43	32	0	0	92	18%	47%	35%	0%	0%
20	69	23	0	0	0	92	75%	25%	0%	0%	0%
21	54	38	0	0	0	92	59%	41%	0%	0%	0%
22	50	9	2	31	0	92	54%	10%	2%	34%	0%
23	35	42	15	0	0	92	38%	46%	16%	0%	0%
24	29	27	18	11	7	92	32%	29%	20%	12%	8%
25	27	3	62	0	0	92	29%	3%	67%	0%	0%
26	56	36	0	0	0	92	61%	39%	0%	0%	0%
27	26	51	15	0	0	92	28%	55%	16%	0%	0%
28	83	9	0	0	0	92	90%	10%	0%	0%	0%
29	43	49	0	0	0	92	47%	53%	0%	0%	0%
30	11	64	17	0	0	92	12%	70%	18%	0%	0%
31	81	11	0	0	0	92	88%	12%	0%	0%	0%
32	79	13	0	0	0	92	86%	14%	0%	0%	0%
33	68	13	11	0	0	92	74%	14%	12%	0%	0%
34	72	10	10	0	0	92	78%	11%	11%	0%	0%
35	74	18	0	0	0	92	80%	20%	0%	0%	0%
36	13	20	9	50	0	92	14%	22%	10%	54%	0%
37	88	4	0	0	0	92	96%	4%	0%	0%	0%
38	67	25	0	0	0	92	73%	27%	0%	0%	0%
39	46	46	0	0	0	92	50%	50%	0%	0%	0%
40	66	26	0	0	0	92	72%	28%	0%	0%	0%
<u>TT</u>	0	92	0	0	0	92	0%	100%	0%	0%	0%
<u>AE</u>	18	18	38	18	0	92	20%	20%	41%	20%	0%
<u>S</u>	49	43	0	0	0	92	53%	47%	0%	0%	0%
<u>ED</u>	1	44	30	16	1	92	1%	48%	33%	17%	1%
<u>EMAX</u>	1	1	17	18	55	92	1%	1%	18%	20%	60%



II C. Tabla de frecuencias con porcentajes del nivel gerencial

	Total Gerenciales						Total Gerenciales %				
	A	B	C	D	E		A	B	C	D	E
1	20	0	0	0	0	20	100%	0%	0%	0%	0
2	20	0	0	0	0	20	100%	0%	0%	0%	0
3	5	8	0	7	0	20	25%	40%	0%	35%	0
4	7	3	0	10	0	20	35%	15%	0%	50%	0
5	0	4	8	8	0	20	0%	20%	40%	40%	0
6	11	2	0	3	0	16	69%	13%	0%	19%	0
7	2	2	0	16	0	20	10%	10%	0%	80%	0
8	20	0	0	0	0	20	100%	0%	0%	0%	0
9	16	4	0	0	0	20	80%	20%	0%	0%	0
10	20	0	0	0	0	20	100%	0%	0%	0%	0
11	15	5	0	0	0	20	75%	25%	0%	0%	0
12	20	0	0	0	0	20	100%	0%	0%	0%	0
13	16	3	1	0	0	20	80%	15%	5%	0%	0
14	3	5	12	0	0	20	15%	25%	60%	0%	0
15	5	9	6	0	0	20	25%	45%	30%	0%	0
16	4	15	1	0	0	20	20%	75%	5%	0%	0
17	17	3	0	0	0	20	85%	15%	0%	0%	0
18	3	6	6	2	0	17	18%	35%	35%	12%	0
19	3	10	7	0	0	20	15%	50%	35%	0%	0
20	16	4	0	0	0	20	80%	20%	0%	0%	0
21	16	4	0	0	0	20	80%	20%	0%	0%	0
22	9	0	0	11	0	20	45%	0%	0%	55%	0
23	4	14	2	0	0	20	20%	70%	10%	0%	0
24	3	11	4	2	0	20	15%	55%	20%	10%	0
25	5	2	13	0	0	20	25%	10%	65%	0%	0
26	7	13	0	0	0	20	35%	65%	0%	0%	0
27	6	12	2	0	0	20	30%	60%	10%	0%	0
28	18	2	0	0	0	20	90%	10%	0%	0%	0
29	11	9	0	0	0	20	55%	45%	0%	0%	0
30	3	10	7	0	0	20	15%	50%	35%	0%	0
31	19	1	0	0	0	20	95%	5%	0%	0%	0
32	19	1	0	0	0	20	95%	5%	0%	0%	0
33	17	2	1	0	0	20	85%	10%	5%	0%	0
34	17	1	2	0	0	20	85%	5%	10%	0%	0
35	16	4	0	0	0	20	80%	20%	0%	0%	0
36	3	1	4	12	0	20	15%	5%	20%	60%	0
37	20	0	0	0	0	20	100%	0%	0%	0%	0
38	19	1	0	0	0	20	95%	5%	0%	0%	0
39	10	10	0	0	0	20	50%	50%	0%	0%	0
40	13	7	0	0	0	20	65%	35%	0%	0%	0
<u>TT</u>	0	0	20	0	0	20	0%	0%	100%	0%	<u>0%</u>
<u>AE</u>	1	10	5	4	0	20	5%	50%	25%	20%	<u>0%</u>
<u>S</u>	7	13	0	0	0	20	35%	65%	0%	0%	<u>0%</u>
<u>ED</u>	0	4	10	4	2	20	0%	20%	50%	20%	<u>10%</u>
<u>EMAX</u>	0	0	1	4	15	20	0%	0%	5%	20%	<u>75%</u>



II D. Tabla de frecuencias con porcentajes del nivel directivo

	Total Directivo						Total Directivo %				
	A	B	C	D	E		A	B	C	D	E
1	4	0	0	0	0	4	100%	0%	0%	0%	0
2	4	0	0	0	0	4	100%	0%	0%	0%	0
3	3	1	0	0	0	4	75%	25%	0%	0%	0
4	0	0	0	4	0	4	0%	0%	0%	100%	0
5	0	2	0	2	0	4	0%	50%	0%	50%	0
6	4	0	0	0	0	4	100%	0%	0%	0%	0
7	0	0	0	4	0	4	0%	0%	0%	100%	0
8	4	0	0	0	0	4	100%	0%	0%	0%	0
9	4	0	0	0	0	4	100%	0%	0%	0%	0
10	4	0	0	0	0	4	100%	0%	0%	0%	0
11	4	0	0	0	0	4	100%	0%	0%	0%	0
12	4	0	0	0	0	4	100%	0%	0%	0%	0
13	3	0	1	0	0	4	75%	0%	25%	0%	0
14	0	1	3	0	0	4	0%	25%	75%	0%	0
15	2	0	2	0	0	4	50%	0%	50%	0%	0
16	2	2	0	0	0	4	50%	50%	0%	0%	0
17	4	0	0	0	0	4	100%	0%	0%	0%	0
18	0	2	0	2	0	4	0%	50%	0%	50%	0
19	1	2	1	0	0	4	25%	50%	25%	0%	0
20	3	1	0	0	0	4	75%	25%	0%	0%	0
21	4	0	0	0	0	4	100%	0%	0%	0%	0
22	2	0	0	2	0	4	50%	0%	0%	50%	0
23	1	3	0	0	0	4	25%	75%	0%	0%	0
24	1	1	2	0	0	4	25%	25%	50%	0%	0
25	1	0	3	0	0	4	25%	0%	75%	0%	0
26	0	4	0	0	0	4	0%	100%	0%	0%	0
27	2	2	0	0	0	4	50%	50%	0%	0%	0
28	4	0	0	0	0	4	100%	0%	0%	0%	0
29	3	1	0	0	0	4	75%	25%	0%	0%	0
30	0	3	1	0	0	4	0%	75%	25%	0%	0
31	4	0	0	0	0	4	100%	0%	0%	0%	0
32	4	0	0	0	0	4	100%	0%	0%	0%	0
33	4	0	0	0	0	4	100%	0%	0%	0%	0
34	2	2	0	0	0	4	50%	50%	0%	0%	0
35	4	0	0	0	0	4	100%	0%	0%	0%	0
36	0	0	0	4	0	4	0%	0%	0%	100%	0
37	4	0	0	0	0	4	100%	0%	0%	0%	0
38	4	0	0	0	0	4	100%	0%	0%	0%	0
39	1	3	0	0	0	4	25%	75%	0%	0%	0
40	3	1	0	0	0	4	75%	25%	0%	0%	0
<u>TT</u>	0	0	0	4	0	4	0%	0%	0%	100%	<u>0%</u>
<u>AE</u>	0	1	2	1	0	4	0%	25%	50%	25%	<u>0%</u>
<u>S</u>	4	0	0	0	0	4	100%	0%	0%	0%	<u>0%</u>
<u>ED</u>	0	0	2	2	0	4	0%	0%	50%	50%	<u>0%</u>
<u>EMAX</u>	0	0	0	0	4	4	0%	0%	0%	0%	<u>100%</u>