



Fig. 4. Expectations of the sector

IV. CONCLUSIONS

Competencies that allow innovation and product development from the appropriate flow of communication within the process of needs assessment, design and production.

Competencies are considered in the industry as an ability to influence the way to achieve objectives within their staff, achieving the goals of empowerment, product development, commitment to the company and customer orientation. Being these fundamental pillars for the development of products that the customers require.

In the area of Sales, the participation of objectives is a requirement, which generates skills such as empowerment and adherence to goals, which is visible in the generation of results and transmission of customer needs. For this reason, it has within the team the strength to generate new products that the market requires. The metalworking industry has financial information systems that are used for decision making, where other areas are involved for the active participation of the whole company.

The strength of the metalworking industry is the ability to produce and innovate, so they consider that planning is the fundamental pillar for the generation of processes that reduce costs and adapt to new products. On the other hand, within the human resources management, people perform activities since they do not have automated processes; the entrepreneurs seek to prepare themselves with competencies according to the needs of companies.

The expectations for development indicate that they require the systematic analysis of the related economic policies and actors, it is considered appropriate to create policies that promote their development, with innovation being the fundamental pillar for this.

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