

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación							
	Sueldo Perma	1% Prestamo			Otros Descptos	Minimo	Isr	Decreto 424-95	Sind/Stopq	70 B. Ornato	Desc Judicial	Prest. Elect.	Cuota Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Sueldo Liquido	Otros Bonos Gts.	Liquido Recibir
	IGSS	Sind/Sutrap orquet	Bantrab	Prest Sind		Fianza		1%													
Vienen ...																					
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2022-075-01-00-000-005-022-0509-33 GERENCIA ADMINISTRATIVA																					
001	ANZUETO GIRÓN LYGIA SAMARA					PROFESIONAL ESPECIALIZADO III					02-041-022874-0	22020	03/01/2022	03/01/2022							
31	5,780.00	0.00	0.00	375.00	0.00	0.00	3,424.00	9,579.00											8,719.27	250.00	8,969.27
	462.67	.00	.00	.00	.00	.00	128.74	268.32	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
002	NORIEGA HEIDI JUDITH PANIAGUA RAMIREZ DE					PROFESIONAL ESPECIALIZADO III					10-078-021667-5	746	01/07/2022	01/07/2022							
31	5,780.00	0.00	0.00	375.00	0.00	0.00	3,424.00	9,579.00											8,919.27	250.00	9,169.27
	462.67	.00	.00	.00	.00	.00	128.74	68.32	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
003	ROLDÁN RAMÍREZ FLOR DE MARÍA					PROFESIONAL ESPECIALIZADO III					3142000943	22023	03/01/2022	03/01/2022							
31	5,780.00	0.00	0.00	375.00	0.00	0.00	3,424.00	9,579.00											8,719.27	250.00	8,969.27
	462.67	.00	.00	.00	.00	.00	128.74	268.32	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
004	TELÓN FABIOLA ODILÍ LAU ORTEGA DE					PROFESIONAL ESPECIALIZADO III					02-078-026574-7	22029	03/01/2022	03/01/2022							
31	5,780.00	0.00	0.00	375.00	0.00	0.00	3,424.00	9,579.00											8,719.27	250.00	8,969.27
	462.67	.00	.00	.00	.00	.00	128.74	268.32	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
005	SALAZAR CORADO SUSANA MARÍA					PROFESIONAL ESPECIALIZADO III					4693109717	22025	03/01/2022	03/01/2022							
31	5,780.00	0.00	0.00	375.00	0.00	0.00	3,424.00	9,579.00											8,719.27	250.00	8,969.27
	462.67	.00	.00	.00	.00	.00	128.74	268.32	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
	28,900.00	0.00	0.00	1,875.00	0.00	0.00	17,120.00	47,895.00													
		.00	.00	.00	.00		1,141.60		.00		.00	.00	.00	.00	.00	.00	.00	.00	43,796.35	0.00	
	2,313.35		.00	.00		643.70		.00	.00		.00	.00	.00	.00	.00	.00	.00	0.00		1,250.00	45,046.35
2022-075-01-00-000-005-022-0509-39 SECCIÓN DE SERVICIOS GENERALES																					
001	MORALES GUDIEL ADA MELISSA					AUXILIAR ADMINISTRATIVO					01-078-020240-3	864	03/01/2022	03/01/2022							
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
Van ...																					
	30,880.00	0.00	0.00	1,875.00	0.00	0.00	18,320.00	51,075.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		1,500.00	0.00
	2,466.94	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		46,822.76	48,322.76

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación							
	Sueldo Perma	1% Prestamo			Otros Descptos	Minimo	Isr	Decreto 424-95	Sind/Stopq	70 B. Ornato	Desc Judicial	Prest. Elect.	Cuota Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Sueldo Liquido	Otros Bonos Gts.	Liquido Recibir
	IGSS	Sind/Sutrap orquet	Bantrab	Prest Sind		Fianza		1%													
Vienen ...																					
	30,880.00	0.00	0.00	1,875.00	0.00	0.00	18,320.00	51,075.00		0.00	0.00		0.00			0.00			1,500.00		48,322.76
	2,466.94	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00		0.00		0.00		0.00		46,822.76		0.00
2022-075-01-00-000-005-022-0509-39 SECCIÓN DE SERVICIOS GENERALES																					
002	ESQUIVEL ROSA JULIO NOLBERTO					AUXILIAR ADMINISTRATIVO					01078019828-7	790	03/01/2022	03/01/2022							
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00
004	SOZA NAJARRO KEVIN ESTUARDO					AUXILIAR ADMINISTRATIVO					01-038-000335-7	796	05/07/2022	05/07/2022							
27	1,724.52	0.00	0.00	0.00	0.00	0.00	1,045.16	2,769.68											2,635.90	217.74	2,853.64
	133.78	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00
005	BOLAÑOS GODOY KATHERIN DEL ROSARIO					AUXILIAR ADMINISTRATIVO					02-078-026579-8	887	05/07/2022	05/07/2022							
27	1,724.52	0.00	0.00	0.00	0.00	0.00	1,045.16	2,769.68											2,635.90	217.74	2,853.64
	133.78	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00
006	CONTRERAS CAMPOS VIRGINIA JESSENIA					AUXILIAR ADMINISTRATIVO					445-008592-5	876	04/04/2022	04/04/2022							
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00
007	HURTARTE GÓMEZ JOSÉ ALBERTO					AUXILIAR ADMINISTRATIVO					030780001801	662	03/01/2022	03/01/2022							
31	1,914.00	0.00	0.00	0.00	0.00	0.00	1,160.00	3,074.00											2,925.53	241.67	3,167.20
	148.47	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00
009	ROSALES GARCÍA ROSA ALISON					AUXILIAR ADMINISTRATIVO					01-078-020192-0	754	03/01/2022	03/01/2022							
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00
010	SIERRA MARÍN BRIANDA LOURDES					AUXILIAR ADMINISTRATIVO					01-078-020096-6	841	03/01/2022	03/01/2022							
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00
011	ASENCIO CALDERÓN KIMBERLI DANIELA					AUXILIAR ADMINISTRATIVO					3114039624	888	05/07/2022	05/07/2022							
27	1,724.52	0.00	0.00	0.00	0.00	0.00	1,045.16	2,769.68											2,635.90	217.74	2,853.64
	133.78	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00
Van ...																					
	45,887.56	0.00	0.00	1,875.00	0.00	0.00	27,415.48	75,178.04		0.00	0.00		0.00			0.00		0.00	3,394.89		0.00
	3,631.11	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00		0.00		0.00		0.00		69,761.63		73,156.52

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación						Sueldo Liquidado	Otros Bonos Gts.	Liquido Recibir	
	Sueldo Perma	1% Prestamo			Otros Descots	Minimo	Isr	Decreto 424-95 1%	Sind/Stopq	70 B. Ornato	Desc Judicial	Prest. Elect.	Cuota Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina					
	IGSS	Sind/Sutrap orquet	Sutraporque	Bantrab	Prest Sind	Convenio	Fianza																
Vienen ...																							
	45,887.56	0.00	0.00	1,875.00	0.00	0.00	27,415.48	75,178.04		0.00	0.00		0.00			0.00		0.00			3,394.89	73,156.52	
	3,631.11	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00	0.00		0.00			0.00				69,761.63	0.00	
2022-075-01-00-000-005-022-0509-39 SECCIÓN DE SERVICIOS GENERALES																							
012	GOMEZ BARRIENTOS AXEL OMAR					AUXILIAR ADMINISTRATIVO					01-078-020015-0	834	03/01/2022	03/01/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
013	MORALES MAZARIEGOS MARLENY MARILONDY					AUXILIAR ADMINISTRATIVO					01-078-019981-0	818	10/01/2022	10/01/2022									
30	1,914.00	0.00	0.00	0.00	0.00	0.00	1,160.00	3,074.00													2,925.53	241.67	3,167.20
	148.47	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
014	MORALES AVILA HUGO ROHALVIN					AUXILIAR ADMINISTRATIVO					3114036984	889	05/07/2022	05/07/2022									
27	1,724.52	0.00	0.00	0.00	0.00	0.00	1,045.16	2,769.68													2,635.90	217.74	2,853.64
	133.78	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
015	CETINO RAMÍREZ MARITZA					AUXILIAR ADMINISTRATIVO					02-078-026669-7	877	01/02/2022	01/02/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
016	POCASANGRE GARCÍA CRISTINA FERNANDA					AUXILIAR ADMINISTRATIVO					010780199011	803	03/01/2022	03/01/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
019	GUERRA CRUZ LESLY BEATRIZ					AUXILIAR ADMINISTRATIVO					01-013-001354-1	886	16/05/2022	16/05/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
020	CASTILLO FLORES MARÍA JOSÉ					AUXILIAR ADMINISTRATIVO					01-078-019997-6	828	03/01/2022	03/01/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
022	GÓMEZ BONILLA DARLIN SUZETTE					AUXILIAR ADMINISTRATIVO					4890053626	869	03/01/2022	03/01/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
Van ...																							
	61,406.08	0.00	0.00	1,875.00	0.00	0.00	36,820.64	100,101.72		0.00	0.00		0.00			0.00		0.00			5,354.30	0.00	
	4,834.90	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00	0.00		0.00			0.00				93,481.52	98,835.82	

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir		
	Sueldo Perma	1% Prestamo	Bantrab	Prest Sind	Otros Desctos	Minimo	Isr	Decreto 424-95	Sind/Stopq	70 B. Ornato	Desc Judicial	Prest. Elect.	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina			
	IGSS	Sind/Sutrap orquet				Fianza		1%												
Vienen ...																				
	61,406.08	0.00	0.00	1,875.00	0.00	0.00	36,820.64	100,101.72		0.00	0.00		0.00	0.00	0.00	0.00	0.00		5,354.30	98,835.82
	4,834.90	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00		0.00	0.00		0.00	0.00		93,481.52	0.00
2022-075-01-00-000-005-022-0509-39 SECCIÓN DE SERVICIOS GENERALES																				
023	BARRIENTOS MILDRED LORENA MEJÍA BARRIENTOS DE					AUXILIAR ADMINISTRATIVO					01-078-020350-7	868	03/01/2022	03/01/2022						
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00
024	MONTERROSO VALLADARES KARLA SARAHÍ					AUXILIAR ADMINISTRATIVO					01-078-020224-1	857	03/01/2022	03/01/2022						
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00
025	LÓPEZ RAMÍREZ CARMEN PAOLA					AUXILIAR ADMINISTRATIVO					030780001674	659	03/01/2022	03/01/2022						
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00
026	MORALES CRUZ NANCY DINORA					AUXILIAR ADMINISTRATIVO					01-078-019844-9	793	03/01/2022	03/01/2022						
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00
027	ARIAS GABRIELA ESTEFANY BARRERA HERNÁNDEZ DE					AUXILIAR ADMINISTRATIVO					030780002140	658	03/01/2022	03/01/2022						
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00
028	MORALES REYES INGRID MARITZA					AUXILIAR ADMINISTRATIVO					010780196373	776	03/01/2022	03/01/2022						
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00
029	VALLADARES IRIS SAYONARA MORALES VELÁSQUEZ DE					AUXILIAR ADMINISTRATIVO					01-078-019788-4	789	03/01/2022	03/01/2022						
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00
030	JUMIQUE RAMIREZ CECILIA EUGENIA					AUXILIAR ADMINISTRATIVO					030780001089	502	03/01/2022	03/01/2022						
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00											3,026.41	250.00
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00
Van ...																				
	77,246.08	0.00	0.00	1,875.00	0.00	0.00	46,420.64	125,541.72		0.00	0.00		0.00	0.00	0.00	0.00	0.00		7,354.30	0.00
	6,063.62	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00		0.00	0.00		0.00	0.00		117,692.80	125,047.10

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación						Sueldo	Otros	Liquido	
	Sueldo Perma	1% Prestamo			Otros	Minimo	Isr	Decreto 424-95	Sind/Stopq	70 B. Ornato	Desc Judicial	Prest. Elect.	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Liquido	Bonos	Gts.	Rep.	Recibir	
	IGSS	Sind/Sutrap orquet	Bantrab	Prest Sind	Descptos	Fianza		1%															
Vienen ...																							
	77,246.08	0.00	0.00	1,875.00	0.00	0.00	46,420.64	125,541.72		0.00	0.00		0.00		0.00		0.00				7,354.30	125,047.10	
	6,063.62	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00	0.00		0.00		0.00					117,692.80	0.00	
2022-075-01-00-000-005-022-0509-39 SECCIÓN DE SERVICIOS GENERALES																							
031	TELÓN RAMOS TIRSSÓN WOANERGE					AUXILIAR ADMINISTRATIVO					043-010115-4	881	01/03/2022	01/03/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
033	REYES GLENDY YOSMARA TORRES LINARES DE					AUXILIAR ADMINISTRATIVO					3114030499	813	03/01/2022	03/01/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
034	LÓPEZ ZAMORA AZTRI ZULIANA					AUXILIAR ADMINISTRATIVO					01-078-020099-0	853	10/01/2022	10/01/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
035	LEÓN ALAS KEVIN ALEXANDER					AUXILIAR ADMINISTRATIVO					01-078-020225-0	858	03/01/2022	03/01/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
036	RIZO PÉREZ ALISSON MARÍA					AUXILIAR ADMINISTRATIVO					01-078-020104-0	842	03/01/2022	03/01/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
038	DÍAZ ESPINOZA LITZY ALEJANDRA					AUXILIAR ADMINISTRATIVO					01-078-020229-2	859	03/01/2022	03/01/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
039	VÉLIZ HERNÁNDEZ ADRIAN ESTUARDO					AUXILIAR ADMINISTRATIVO					01-078-020275-6	871	03/01/2022	03/01/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
040	CASTRO MORALES FREDDY JONATÁN					AUXILIAR ADMINISTRATIVO					030780002638	750	03/01/2022	03/01/2022									
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00													3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
Van ...																							
	93,086.08	0.00	0.00	1,875.00	0.00	0.00	56,020.64	150,981.72		0.00	0.00		0.00		0.00		0.00				9,354.30	0.00	
	7,292.34	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00	0.00		0.00		0.00					141,904.08	151,258.38	

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir		
	Sueldo Perma	1% Prestamo	Bantrab	Prest Sind	Otros Descots	Minimo	Isr	Decreto 424-95	Sind/Stopq	70 B. Ornato	Desc Judicial	Prest. Elect.	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina			
	IGSS	Sind/Sutrap orquet				Fianza		1%												
Vienen ...																				
	93,086.08	0.00	0.00	1,875.00	0.00	0.00	56,020.64	150,981.72		0.00	0.00		0.00		0.00	0.00		9,354.30	151,258.38	
	7,292.34	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00	0.00	0.00			0.00		141,904.08	0.00	
2022-075-01-00-000-005-022-0509-39 SECCIÓN DE SERVICIOS GENERALES																				
041	BOTE DÍAZ ASTRID DEL CARMEN					AUXILIAR ADMINISTRATIVO					030780002409	719	03/01/2022	03/01/2022						
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00										3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
042	HERNÁNDEZ MENCOS ROXANA JIMENA					AUXILIAR ADMINISTRATIVO					02078026578-0	835	03/01/2022	03/01/2022						
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00										3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
043	OLIVARES MIRSA SULEMA CHARUCO LÓPEZ DE					AUXILIAR ADMINISTRATIVO					01-078-019720-5	807	03/01/2022	03/01/2022						
31	1,980.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,180.00										3,026.41	250.00	3,276.41
	153.59	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
044	CHUGA GARCÍA LUIZ FELIPE					TRABAJADOR DE SERVICIOS					01-078-019967-4	814	03/01/2022	03/01/2022						
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00										2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
045	MONZÓN ZAMORA JOSUÉ EMMANUEL					TRABAJADOR DE SERVICIOS					4114244492	882	01/03/2022	01/03/2022						
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00										2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
046	GALLARDO SANTOS CINDY YESSENIA					TRABAJADOR DE SERVICIOS					01-078-019725-6	785	03/01/2022	03/01/2022						
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00										2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
047	BONILLA QUIÑONEZ GLADIS AMARILIS					TRABAJADOR DE SERVICIOS					010780198791	800	03/01/2022	03/01/2022						
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00										2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
048	ALVAREZ CASTILLO HILDA ARACELY					TRABAJADOR DE SERVICIOS					020730132778	697	03/01/2022	03/01/2022						
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00										2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
Van ...																				
	107,926.08	0.00	0.00	1,875.00	0.00	0.00	65,620.64	175,421.72		0.00	0.00		0.00		0.00	0.00		11,354.30	0.00	
	8,472.76	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00	0.00	0.00			0.00		165,163.66	176,517.96	

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación						Sueldo	Otros	Liquido		
	Sueldo Perma	1% Prestamo			Otros Descptos	Minimo	Disp Ope	Decreto 424-95	Sind/Stopq	70 B. Ornato	Desc Judicial	Prest. Elect.	Cuota Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Liquido	Bonos Gts.	Rep.	Recibir		
	IGSS	Sind/Sutrap orquet	Sutraporque	Bantrab	Prest Sind	Convenio	Fianza	Isr	1%															
Vienen ...																								
	107,926.08	0.00	0.00	1,875.00	0.00	0.00	65,620.64	175,421.72		0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00				11,354.30	176,517.96	
	8,472.76	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				165,163.66	0.00	
2022-075-01-00-000-005-022-0509-39 SECCIÓN DE SERVICIOS GENERALES																								
049	MORALES LORENA LUCRECIA HERNÁNDEZ MORALES DE					TRABAJADOR DE SERVICIOS					01-078-019726-4	784	03/01/2022	03/01/2022										
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00														2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00				.00	
050	LÓPEZ IRMA YOLANDA CRUZ MORALES DE					TRABAJADOR DE SERVICIOS					030780002174	680	03/01/2022	03/01/2022										
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00														2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00				.00	
051	ALVARENGA ALVAREZ RIJKAARD ROMEO					TRABAJADOR DE SERVICIOS					01-078-019974-7	816	03/01/2022	03/01/2022										
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00														2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00				.00	
053	LORENZANA RAMÍREZ MARÍA DEL CARMEN					TRABAJADOR DE SERVICIOS					445-006792-3	727	03/01/2022	03/01/2022										
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00														2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00				.00	
054	LÓPEZ ZACARIAS MARITZA OTILIA					TRABAJADOR DE SERVICIOS					01-078-019990-9	681	03/01/2022	03/01/2022										
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00														2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00				.00	
055	ENRIQUEZ MIRZA LILIANA OSORIO					TRABAJADOR DE SERVICIOS					3114033313	621	03/01/2022	03/01/2022										
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00														2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00				.00	
056	RAMÍREZ BARILLAS SANDRA ARACELY					TRABAJADOR DE SERVICIOS					01-078-019938-0	772	03/01/2022	03/01/2022										
18	1,033.55	0.00	0.00	0.00	0.00	0.00	696.77	1,730.32														1,646.75	250.00	1,896.75
	83.57	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00				.00	
057	FLORES CONTRERAS HUGO GUILLERMO					TRABAJADOR DE SERVICIOS					469-309039-6	782	03/01/2022	03/01/2022										
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00														2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00				.00	
Van ...																								
	121,419.63	0.00	0.00	1,875.00	0.00	0.00	74,717.41	198,012.04		0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00				13,354.30	0.00	
	9,563.84	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				186,662.90	200,017.20	

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación						Sueldo Liquidado	Otros Bonos Gts.	Liquido Recibir	
	Sueldo Perma	1% Prestamo			Otros Descptos	Minimo	Isr	Decreto 424-95 1%	Sind/Stopq	70 B. Ornato	Desc Judicial	Prest. Elect.	Cuota Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina					
	IGSS	Sind/Sutrap orquet	Sutraporque	Bantrab	Prest Sind	Fianza																	
Vienen ...																							
	121,419.63	0.00	0.00	1,875.00	0.00	0.00	74,717.41	198,012.04		0.00	0.00		0.00			0.00	0.00				13,354.30	200,017.20	
	9,563.84	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00		0.00		0.00		0.00				186,662.90	0.00	
2022-075-01-00-000-005-022-0509-39 SECCIÓN DE SERVICIOS GENERALES																							
058	MENCOS PEREZ MERLIN EUGENIA					TRABAJADOR DE SERVICIOS					03-078-000151-8	740	03/01/2022	03/01/2022									
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00													2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
059	ROQUE CHILIN LUIS FERNANDO					TRABAJADOR DE SERVICIOS					01-078-019751-5	819	03/01/2022	03/01/2022									
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00													2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
060	LEÓN MARGARITA NATALY PÉREZ LÓPEZ DE					TRABAJADOR DE SERVICIOS					010780198910	651	03/01/2022	03/01/2022									
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00													2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
061	VALLADARES TOLEDO INGRID ENEIDA					TRABAJADOR DE SERVICIOS					01-078-019857-0	795	03/01/2022	03/01/2022									
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00													2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
062	FLORES RAMOS KIMBERLYN MARISOL					TRABAJADOR DE SERVICIOS					01078019842-2	791	03/01/2022	03/01/2022									
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00													2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
063	RIVERA LESLY IVETH CASTILLO NAVARIJO DE					TRABAJADOR DE SERVICIOS					010780195776	770	03/01/2022	03/01/2022									
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00													2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
064	RAMIREZ RAMOS JOSÉ DOMINGO					TRABAJADOR DE SERVICIOS					01-078-019992-5	824	03/01/2022	03/01/2022									
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00													2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
065	TICAS LOPEZ GILDARDO ANTONIO					TRABAJADOR DE SERVICIOS					3693013697	276	03/01/2022	03/01/2022									
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00													2,836.07	250.00	3,086.07
	143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
Van ...																							
	135,659.63	0.00	0.00	1,875.00	0.00	0.00	84,317.41	221,852.04		0.00	0.00		0.00			0.00	0.00				15,354.30	0.00	
	10,715.28	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00		0.00		0.00		0.00		0.00				209,351.46	224,705.76	

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación							
Sueldo Perma	1% Prestamo	Sutraporque	Bantrab	Prest Sind	Otros Descots	Convenio	Fianza	Isr	Decreto 424-95 1%	70 B. Ornato	Desc Judicial	Prest. Elect.	Cuota Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Sueldo Liquido	Otros Bonos Gts.	Liquido Recibir
Vienen ...																					
135,659.63	0.00	0.00	1,875.00	0.00	0.00	84,317.41	221,852.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,354.30	224,705.76	
10,715.28	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	209,351.46	0.00	
2022-075-01-00-000-005-022-0509-39 SECCIÓN DE SERVICIOS GENERALES																					
066 HERNÁNDEZ DELGADO BYRÓN TRABAJADOR DE SERVICIOS											030780000996	700	03/01/2022	03/01/2022							
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,836.07	250.00	3,086.07
143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
067 ARCHILA SANCHEZ GONZALO EFRAÍN TRABAJADOR DE SERVICIOS											01-078-020182-2	848	03/01/2022	03/01/2022							
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,836.07	250.00	3,086.07
143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
068 CALDERÓN CRUZ LESVIA NOEMÍ TRABAJADOR DE SERVICIOS											01-078-019947-0	808	03/01/2022	03/01/2022							
31	593.33	0.00	0.00	0.00	0.00	0.00	400.00	993.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	945.35	250.00	1,195.35
47.98	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
069 CASTELLANOS REVOLORIO JACKELINE LAUDINY TRABAJADOR DE SERVICIOS											01-078-019946-1	809	03/01/2022	03/01/2022							
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,836.07	250.00	3,086.07
143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
070 MÉNDEZ GÁLVEZ VIVIAN ADRIANA TRABAJADOR DE SERVICIOS											010780197213	830	03/01/2022	03/01/2022							
31	1,780.00	0.00	0.00	0.00	0.00	0.00	1,200.00	2,980.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,836.07	250.00	3,086.07
143.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
114,472.96	0.00	0.00	0.00	0.00	0.00	0.00	72,397.41	186,870.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	177,844.74	0.00	
9,025.63	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	0.00	15,354.30	193,199.04	

Van ...																					
143,372.96	0.00	0.00	1,875.00	0.00	0.00	89,517.41	234,765.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,604.30	0.00	
11,338.98	0.00	0.00	0.00	0.00	0.00	643.70	1,141.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	221,641.09	238,245.39	

CODIGOINDIV

NOMBRE EMPLEADO

CARGO

OBSERVACIONES

RESUMEN DE SUELDOS DEL PERSONAL DE REGION 022
 DE: Empresa Portuaria Quetzal, SAN JOSE, ESCUINTLA, CORRESPONDIENTE AL MES DE JULIO/2022

RESUMEN GENERAL

Sueldo Permanente	143,372.96	
Paso Salarial	0.00	
Bonif/Antigüedad	0.00	
Bonif/Profesional	1,875.00	
Complemento Sal...	0.00	
Ajuste Salario Minimo	0.00	
Bono Disp/operativa	89,517.41	
Bono 372001	16,604.30	
Gastos Representacion	0.00	
Nominal.....		251,369.67
(-) Cuota I.G.S.S (201).	11,338.98	
(-) Banco del Trabajador (102)	0.00	
(-) Cuota Sindicato (105)	0.00	
(-) Otros Descuentos (215)	0.00	
(-) Convenio de pago (2016)	0.00	
(-) Fianza (202)	643.70	
(-) I.S.R. (203)	1,141.60	
(-) Decreto 424-95 1% (117)	0.00	
(-) Acep (112)	0.00	
(-) Descuentos Judiciales (114)	0.00	
(-) Desc Coop. Electro. (108)	0.00	
(-) Descuento Sindicato (119)	0.00	
(-) Desc. Sindicato Sutraporquet	0.00	
(-) Prestamo Sindicato Sutraporquet	0.00	
(-) Plan Jubilación (111)	0.00	
(-) Cuota Cooperativa (108)	0.00	
(-) Tienda Coop. (108)	0.00	
(-) Cooperativa Josefina.	0.00	
(-) Cooperativa Upa (204)	0.00	13,124.28
Liquido		238,245.39

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
 DOSCIENTOS CINCUENTA Y UNO MIL TRESCIENTOS SESENTA Y NUEVE QUETZALES CON 67/100.- (251,369.67) PUERTO QUETZAL JULIO DE 2022

ELABORO F: _____
 ADRIAN ESTUARDO VÉLIZ HERNÁNDEZ
 AUXILIAR ADMINISTRATIVO

ES CONFORME F: _____
 LISBETH ZIOMARA ROLDAN RAMIREZ
 JEFE DE DEPARTAMENTO

Vo. Bo. F: _____
 MARIO ALEJANDRO SOLARES MENÉNDEZ
 GERENTE DE RECURSOS HUMANOS