

Orh1163 42 Dpartement Dorganisation Et Ressources Humaines Book

Gestion des ressources humaines La gestion des ressources humaines - 4e éd La gestion des ressources humaines Gérer les ressources humaines Gestion des ressources humaines Hachette CSS
Test Book The Complete Canadian Book Editor La Gestion Des Ressources Humaines Fonctions RH Reach for Success by Working Together Renouveler la gestion des ressources
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WARTELLE & Garth Leslie Vermeer Maurice Thévenet Yves Emery Lakhdar Sekiou Ruth Esther Min / Tap & Thrive Tehran Book Processing Centre Rachel Beaujolin Unesco Jean-Marie
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synthétique et opérationnel ce livre permet d'acquérir l'intégralité des connaissances et compétences nécessaires en grh gestion des ressources humaines il inclut des définitions des tableaux et
des exemples concrets À jour des dernières évolutions la nouvelle édition intègre les nouvelles tendances dans un monde bouleversé par les crises covid inflation recrutement fidélisation sens
du travail et valeurs inclusion rse marque employeur etc la digitalisation de la fonction rh et l'impact de l'intelligence artificielle sur les rh et les salariés la mise à jour des données chiffrées

L'ouvrage est structuré autour de quelques questions fondamentales d'orientation de politique de grh et apporte des cadres théoriques pour penser la grh les questions sont libellées en termes d'alternative ou de dilemme pour poser les débats puis sont nuancées dans le texte dans cette nouvelle édition entièrement mise à jour les auteurs mettent l'accent sur des thématiques désormais incontournables la gestion de la diversité la responsabilité sociale des entreprises la dimension internationale des ressources humaines

Depuis une vingtaine d'années la gestion des ressources humaines grh a considérablement évolué et s'est professionnalisée elle fait ressortir en pleine lumière le rôle central du personnel dans l'efficacité et la qualité tant des entreprises privées que des services publics et donc l'importance de mettre en oeuvre une gestion des ressources humaines cohérente résolument moderne et rigoureuse la vision globale adoptée par les auteurs permet de traduire la grh en un concept intégré par processus compatible avec les normes de qualité actuelles et mis en oeuvre dans de nombreuses organisations cet ouvrage en expose les éléments essentiels partant des concepts pour aboutir à des outils directement opérationnels téléchargeables sur le site internet de l'éditeur c'est donc un manuel polyvalent à la fois approfondi au niveau théorique et très pratique la présentation des processus de grh est structurée pour chacun d'eux de la même façon problématiques et enjeux du processus vue d'ensemble étapes clés gestion du processus avec des fligrammes ainsi que les éléments importants à retenir par la hiérarchie et une sélection de références bibliographiques les plus actuelles ce livre s'adresse à un large public de spécialistes en grh ainsi qu'aux cadres chargés de diriger des équipes il s'adresse aux étudiants et enseignants en grh en gestion d'entreprise et en management public souhaitant découvrir une approche originale et opérationnelle de la gestion du personnel

un livre de référence composé de définitions d'indicateurs de bonnes pratiques et d'exemples concrets pour appréhender la grh et ses différents domaines nouveautés mise à jour des exemples des données et prise en compte des évolutions digitalisation etc sommaire 1 le management des ressources humaines 2 les emplois et les compétences 3 les rémunérations 4 le développement humain social et sociétal 5 la fonction ressources humaines

the essential resource for aspiring and professional editors whether you are a student of the craft or a working editor you need the complete canadian book editor from building and managing author relationships through acquiring and developing manuscripts to every level of text editing and proofing for print and ebooks editors play integral roles in the operations of a book publishing house in the complete canadian book editor veteran editor and professor leslie vermeer sets out both the concepts and the processes that an effective editor must command dr vermeer guides aspiring editors in presenting themselves successfully to employers and clients and working editors will recognize the voice of a mentor in her advice about career advancement editors at all levels along with authors and self publishers will find in the complete canadian book editor all of the step by step editorial tools they need to take projects from promising beginnings to their full potential with exercises throughout the complete canadian book editor reinforces key concepts and builds your skills as an expert editor topics include manuscript acquisition and book contracts editorial stages from development to proofreading design and production including digital workflow what every editor needs to know about marketing the state of book publishing in canada today the future of publishing and why editors are more important than ever before

cet ouvrage a pour objectif de présenter dans une perspective d'internationalisation des pratiques et des concepts en gestion des ressources humaines grh s'inspirant du contexte de mondialisation des marchés économiques de l'emploi et des nouvelles technologies cette perspective doit permettre aux acteurs de tous les pays d'utiliser les mêmes outils techniques et méthodes ainsi que les mêmes principes de base en grh pour asseoir une saine compétitivité ce volume vise également une meilleure efficacité des ressources humaines au travail plus d'équité et de justice sociale pour les salariés et les employeurs à travers le monde s'inspirant du vécu quotidien des salariés de recherches et d'expériences menées dans des milieux culturels et géographiques très divers le livre décrit chacune des activités de la grh à l'intérieur d'une approche globale et structurée conçu par des auteurs originaires de trois continents Amérique Europe Afrique il souligne la richesse de la diversité des ressources humaines dans le monde outre les étudiants en gestion des ressources humaines cet ouvrage sera d'usage quotidien pour les directeurs de grh des entreprises et pour les consultants et conseillers en grh

hr is not your friend win the office game is your guide to navigating one of the toughest moments in your career being asked to sign termination papers this practical no nonsense book shows you why hr's loyalty lies with the company not with you and how to protect your rights your confidence and your future take a look at the table of contents toc with the cover for a quick preview of what's inside inside you'll learn why you should never rush into signing termination documents smart steps to safeguard your career and finances clear strategies to stay empowered in tough workplace situations insights written for employees worldwide special note this ebook also comes in a dedicated philippine edition crafted for filipino readers navigating workplace challenges in the philippines knowledge is your best defense don't just play the office game win it

comment réfléchir aujourd'hui la gestion des ressources humaines à la fois comme théorie et comme pratique telle est la question qui traverse cet ouvrage et dont chaque auteur s'est emparé en rendant compte de façon synthétique de son sujet d'expertise chaque chapitre donne accès à une compréhension fine des courants fondateurs de la grh et au-delà en offre une exploration contemporaine mettant en scène les controverses les débats et les perspectives d'évolution en gestion des ressources humaines il offre un panorama complet d'une science en action où le savoir se construit par irrigations croisées et dynamiques entre connaissances théoriques empiriques et pratiques la première partie de l'ouvrage explicite les principaux courants en psychologie sociologie anthropologie économie stratégie courant critique qui ont fondé la grh science récente et multidisciplinaire le lecteur entre dans une compréhension de la carte des grands courants en grh dans la seconde partie les auteurs visitent les objets clés de la grh les carrières la formation et les compétences les relations sociales l'égalité professionnelle la santé au travail la flexibilité la rémunération la motivation la quantification pour rendre compte à la fois des connaissances existantes et des controverses qui les animent dans la troisième partie les auteurs explorent les objets en émergence de la grh les instruments de gestion le travail le territoire le tournant pratique les approches multi-niveaux les nouvelles formes d'organisation et d'emploi liées à l'ubérisation tels qu'ils invitent à réfléchir autrement voire à renouveler pratiques et théories en gestion des ressources humaines chaque chapitre est rédigé par un ou des auteurs spécialistes du sujet

facteur clé de succès essentiel aujourd'hui le management des ressources humaines doit concilier performance économique et sociale rentabilité à court terme et développement durable cette nouvelle édition entièrement refondue en propose une vision concrète et actuelle au plus près des besoins des entreprises et des étudiants

L'évolution de la gestion du personnel vers le management et le développement des ressources humaines a renouvelé les politiques et les pratiques sociales des entreprises des approches et des concepts novateurs sont apparus au cours de ces dix dernières années envisagée désormais dans une perspective stratégique la fonction ressources humaines est aujourd'hui une des fonctions essentielles des organisations elle exige de la part de celles et ceux qui y exercent des responsabilités un véritable professionnalisme c'est pourquoi la formation des futurs cadres et techniciens comme celle des encadrants devient une nécessité et un enjeu incontournable la gestion des ressources humaines est un ouvrage d'initiation qui présente un éventail complet des domaines et champs d'action de la gestion des ressources humaines en proposant une combinaison de développements théoriques et de cas pratiques l'ouvrage permet ainsi l'acquisition des fondamentaux de la gestion des ressources humaines et un entraînement à la résolution des problèmes de personnel les plus courants et les plus actuels il s'adresse aux étudiants aux techniciens et cadres de la fonction rh ainsi qu'à tous ceux qui sont susceptibles d'avoir à gérer et à animer une équipe de travail

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