

Orh1163 42 Dpartement Dorganisation Et Ressources Humaines Book

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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

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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 efficience 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 chargé(e)s de diriger des équipes il s'adresse aux étudiant(e)s et enseignant(e)s en grh en gestion d'entreprise et en management public souhaitant découvrir une approche originale et opérationnelle de la gestion du personnel

this volume explores how horror comic books have negotiated with the social and cultural anxieties framing a specific era and geographical space paying attention to academic gaps in comics scholarship these chapters engage with the study of comics from varying interdisciplinary perspectives such as marxism posthumanism and theories of adaptation sociology existentialism and psychology without neglecting the classical era the book presents case studies ranging from the mainstream comics to the independents simultaneously offering new critical insights on zones of vacancy within the study of horror comic books while examining a global selection of horror comics from countries such as india city of sorrows france zombillénium spain creepy italy dylan dog and japan tanabe gou's manga adaptations of h. p. lovecraft as well as the united states one of the first books centered exclusively on close readings of an under studied field this collection will have an appeal to scholars and students of horror comics studies visual rhetoric philosophy sociology media studies pop culture and film studies it will also appeal to anyone interested in comic books in general and to those interested in investigating intricacies of the horror genre

l'ouvrage présente une synthèse pédagogique des fondements théoriques des pratiques et des outils de la grh il propose également une sélection d'études de cas et d'exercices corrigés permettant aux lecteurs de mettre en pratique les notions et outils présentés au fil des chapitres la gestion des ressources humaines est un ensemble d'actions et de dispositifs permettant aux organisations de bénéficier des moyens humains nécessaires à l'atteinte de leurs objectifs pour ce faire elle s'appuie sur des outils qui visent à garantir et maintenir l'adéquation entre les ressources et les besoins de main d'œuvre à susciter évaluer et rétribuer les performances individuelles et collectives à assurer la régulation de la relation d'emploi l'ouvrage présente une synthèse pédagogique des fondements théoriques des pratiques et des outils de la grh il propose également une sélection d'études de cas et d'exercices corrigés permettant aux lecteurs de mettre en pratique les notions et outils

présentés au fil des chapitres le volume est organisé en neuf chapitres couvrant l'ensemble des domaines de la fonction ressources humaines recrutement gestion des carrières formation évaluation des performances rémunérations système d'informations et digitalisation contrôle de gestion sociale et concertation sociale ce livre s'adresse aux étudiants des universités des iae et des écoles de management ou d'ingénieurs il intéressera également les cadres de la fonction rh et les managers qui y trouveront l'occasion d'éclairer leur propre expérience

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

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

positionnant la planification stratégique des ressources humaines comme une activité fondamentale contribuant à la performance des administrations publiques cet ouvrage propose un outil pour analyser les principales phases de la planification stratégique des ressources humaines des cas réels issus des gouvernements américain et britannique et des

fonctions publiques canadienne et québécoise illustrent le propos des auteurs

aujourd'hui une bonne gestion des collaborateurs cadres ou employés est un gage de succès pour l'entreprise à ce titre le drh estampillé moderne est devenu incontournable dans l'organisation il relève d'ailleurs directement de la direction générale cet ouvrage s'intéresse aux perspectives atouts enjeux managements et pistes à explorer pour la gestion des ressources humaines

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