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Daniel Patricio Jiménez



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Administración: de la teoría a la acción , **Manual de recursos humanos** Daniel Patricio Jiménez, 2015-06-24 La presente obra resume la experiencia acumulada de numerosos autores en el mundo empresarial y académico sintetizando las principales prácticas utilizadas por las Direcciones de Recursos Humanos. El eje de su contenido se desarrolla bajo la consideración de la empresa como sistema flexible indagando y desarrollando los principales factores endógenos y exógenos que interaccionan en la misma. Bajo un lenguaje asequible pero respetando los principios básicos se busca despertar el interés del lector tanto en aquel que vaya a iniciarse en este rea de conocimiento como en los que en sus diferentes responsabilidades consideran a la persona un activo activo de la empresa y precisan de una guía de referencia. No obstante lo dicho el presente manual no ignora los puntos críticos de la materia indagando en los mismos y dando al lector posibles soluciones mediante aportaciones basadas en la experiencia operativa de las organizaciones. Su enfoque presenta una importante novedad ya que conjuga el dogmatismo necesario con los modelos y métodos que sirven de práctica a las organizaciones. El contenido comprende tanto el análisis y desarrollo de las personas en sus distintas vertientes como aspectos organizacionales y de estructura así como el tratamiento jurídico laboral en aquellas reas consideradas críticas para el sistema. Este último aspecto resulta novedoso en este tipo de textos pero no por ello carente de fundamento si se quiere obtener una visión real de la gestión de recursos humanos y por tanto hacer de la misma una auténtica palanca de cambio en las organizaciones. Se trata de un manual básico que desde una perspectiva global da al lector una visión práctica integrada y multidisciplinar de los recursos humanos en la empresa aportándole las herramientas necesarias para entender una disciplina cuyas distintas vertientes no son a veces fácilmente conciliables. En su desarrollo los diferentes capítulos se han adaptado a los programas universitarios sobre la materia especialmente en las licenciaturas de marketing y administración de empresas por lo que su lectura representa igualmente una visión académica y docente. El autor abogado Doctor en Derecho UCM MBA por el Instituto de Empresa Profesor de Recursos Humanos y Derecho del Trabajo en ESIC e ICADE. Con más de veinte años de experiencia en puestos directivos de recursos humanos ha sido Director de Recursos humanos del Hospital La Paz y Gregorio Mara en Madrid. Índice: Introducci3n a los recursos humanos Planificaci3n y requerimientos del puesto de trabajo DPT VPT Competencias organizacionales El proceso de selecci3n Contrato de trabajo y representaci3n social Política retributiva Gest3n del desempe3o y coaching La formaci3n en la empresa Psicología de las organizaciones Andrés Rodríguez Fernández (coord.), 2014-11-06 Con este libro el lector comprender lo que est sucediendo en estos momentos en el complejo campo de las organizaciones. También cómo funcionan estas organizaciones en un mundo tan cambiante e incierto como el actual. Y por último conocer las principales claves del funcionamiento de las organizaciones en las próximas décadas. Todo ello desde una perspectiva crítica y cuestionando algunos de los tpicos que han venido siendo habituales desde la l3gica académica y empresarial es decir desde la l3gica de la direcci3n. Este libro va dirigido a todas aquellas personas interesadas en

conocer las organizaciones desde otros discursos diferentes a los ortodoxos estimulando a la reflexión acerca de los sesgos que se han producido en la configuración de este campo de estudio y proporcionando nuevos elementos de juicio que permitan adquirir una concepción de las organizaciones no como sistemas unitarios sino más bien como un puzzle de subsistemas interdependientes donde quepan los intereses legítimos de los agentes que las conforman y no sólo los intereses de la dirección

Las organizaciones James L. Gibson, John M. Ivancevich, James H. Donnelly, 1996 *El desarrollo organizacional y el cambio planeado* Manuel Alfonso Garzón Castrillón, 2005

Introducción a la psicología de las organizaciones Francisco Gil Rodríguez, Carlos María Alcover de la Hera, 2008-09 El objetivo de este manual es presentar una visión de conjunto de la Psicología de las Organizaciones y de otras materias con denominaciones afines en el contexto europeo y norteamericano Psicología del trabajo y de las Organizaciones Comportamiento Organizacional etc que resulte al mismo tiempo rigurosa actual y asequible en un campo caracterizado por una gran actividad y expansión tanto en el ámbito de la investigación como en el de la aplicación en todo tipo de empresas organizaciones e instituciones Este texto realizado por académicos y profesionales de nuestro país y adaptado fundamentalmente a la enseñanza pretende también servir de texto de consulta para profesionales y consultores que trabajen en este ámbito

La administración educativa pública mexicana en el nivel superior Nicolás Rodríguez Perego, 2005

Eficacia organizacional Manuel Fernández-Ríos, José C. Sánchez, 1997-09

DIRECCIÓN DE RECURSOS HUMANOS Y CONSULTORÍA Santiago Quijano, 2006-10-20

Organizaciones. Aproximaciones teóricas desde los estudios organizacionales Olga Lucía Garcés-Uribe, 2020-04-01 Las reflexiones y disertaciones de este libro buscan propiciar un análisis de las dinámicas sociales en las organizaciones a partir de algunos marcos teóricos que le permiten al lector específicamente al estudiante de pregrado y posgrado de las áreas de la administración tomar distancia de la mirada tradicional funcional positivista Abre así un espacio para pensar de manera distinta las organizaciones pero sobre todo para contemplar las consecuencias éticas y sociales de su gestión y establece un marco general que sirva para precisar conceptos presentar su relación con el campo organizacional y exponer de forma general su clasificación Ciertamente muchas cosas quedarán por decir sobre los temas expuestos no obstante las limitaciones darán lugar a nuevos puntos de vista y nuevas discusiones

Telematics and Computing Miguel Félix Mata-Rivera, Roberto Zagal-Flores, Cristian Barria-Huidobro, 2022-10-30 This book constitutes the proceedings of the 11th International Congress on Telematics and Computing WITCOM 2022 held in Cancún México in November 2022 The 30 full papers presented in this volume were carefully reviewed and selected from 73 submissions The papers are focused on the topics of artificial intelligence techniques Data Science Blockchain environment Monitoring Cybersecurity Education and software for communications protocols

La cultura burocrática organizacional en México José Gpe Vargas Hernández, **Estilos de dirección y liderazgo en las organizaciones** Iván Darío Sánchez Manchola, 2009-12-30 El presente libro se motiva ante todo como producto de tres razones La primera la importancia que el tema de los estilos de dirección y liderazgo ha adquirido

en el ámbito tanto empresarial como académico la segunda el deficiente conocimiento y la poca documentación que existe a nivel general en Colombia y en particular en el departamento del Valle del Cauca sobre aquellos estudios en los que se destacan los aspectos característicos del estilo de dirección y liderazgo finalmente la necesidad de contar con un modelo que permita caracterizar y analizar de acuerdo con las particularidades de nuestro contexto los estilos de dirección y liderazgo dado que como sucede en la literatura administrativa en general la mayoría de las teorías modelos y estudios propuestos obedecen a realidades propias de otras latitudes principalmente la norteamericana Así teniendo como principal referente un proceso de revisión teórica sobre los modelos de los estilos de dirección y liderazgo en el libro se desarrolla un modelo que permite establecer y analizar los aspectos o factores característicos del estilo de dirección y liderazgo La estructura general del modelo está compuesta por el análisis de dos dimensiones a las que podrá orientarse el dirigente una referente al énfasis en las tareas resultados la otra al énfasis en las relaciones personas A partir de dicha bidimensionalidad se construyen cuatro estilos de dirección y liderazgo el indiferente el tecnócrata el sociable y el sinérgico La prueba empírica del modelo se desarrolló sobre dos dirigentes del rea de gestión humana en dos organizaciones de diferente sector económico del departamento del Valle del Cauca Colombia De esta manera a través de la construcción de un modelo de análisis y el desarrollo de un enfoque metodológico que permite caracterizar el estilo de dirección y liderazgo de los dirigentes el libro busca aportar para que los expertos y empresarios avancen en su proceso de acercamiento y comprensión de dicho fenómeno organizacional al tiempo que se generan las condiciones teóricas metodológicas para que estudiantes tanto a nivel de pregrado como de postgrado continúen desarrollando trabajos de investigación en torno a los estilos de dirección y liderazgo en las organizaciones colombianas

Diagnóstico organizacional Darío Rodríguez Mansilla, 2017 El diagnóstico organizacional es una necesidad frecuentemente sentida por ejecutivos consultores y académicos derivada de la enorme relevancia adquirida por los temas referidos a la productividad la eficiencia y la calidad de los sistemas organizacionales El presente libro ofrece una visión global acerca del Diagnóstico de Organizaciones Se trata de reseñar aspectos de la teoría moderna de sistemas aplicada al conocimiento de las organizaciones y describir las más importantes técnicas utilizadas para diagnosticar sus procesos Con lo se espera llenar el vacío derivado de la ausencia de textos actualizados en esta importante temática *Planeación comercial* Alejandro Eugenio Lerma y Kirchner, Sergio Bárcena Juárez, 2013-11-30 No siempre el que más trabaja es quien obtiene mejores resultados sino quien lo hace en forma eficiente esta guía amigable conduce al lector paso a paso en la tarea relativa al desarrollo del plan estratégico de mercadotecnia para diversos tipos de organizaciones aborda la planeación comercial desde un enfoque práctico y estratégico desglosando el plan de mercadotecnia en los planes auxiliares de nivel inferior

Planeación estratégica Alejandro Eugenio Lerma y Kirchner, Sergio Bárcena Juárez, 2012-04-17 Planeación Estratégica por áreas Funcionales es una guía amigable que conduce al lector paso a paso en la tarea relativa al desarrollo de planes estratégicos tanto a nivel corporativo o general como para las diversas áreas funcionales de diversos tipos de organizaciones Como

libro de texto comprende el temario vigente en la mayoría de las instituciones de educación superior su estructura y facilidades educativas lo hacen accesible a profesores y estudiantes del conocimiento y aplicación práctica de la planeación estratégica Describe detalladamente el contenido proceso para desarrollo y presentación temática de los planes de Mercadotecnia Operaciones Finanzas Personal e Informática en forma integral lo que constituye una ventaja relevante

Vida plena en la vejez Nérida Asili, 2007-06 Este libro hace un recorrido cuidadoso por las principales disciplinas que agrupa la gerontología como la medicina la demografía la psicología la filosofía la biología y otras para que estos conocimientos lleguen al público interesado en el proceso de envejecimiento **El proceso de cambio y las**

organizaciones Anahí Gallardo Velázquez, 1995 **Análisis socio-laboral de la provincia de Toledo** Felipe Hernández Perlina, 1996 Cómo aprenden los adultos Consuelo Undurraga, 2007 Aprenden los adultos Hasta qué edad es posible

hacerlo Qué elementos se deben considerar para planificar un aprendizaje eficiente A estas y otras preguntas responde este libro que busca ser una herramienta para el profesional que trabaja enseñando educando formando entrenando y capacitando a adultos Haciéndose cargo de un gran vacío existente en la literatura respecto del tema en español la autora presenta una visión sintética de los procesos de enseñanza y aprendizaje en los adultos a un nivel teórico e instrumental Después de abordar el tema de la naturaleza del aprendizaje y sus diversos enfoques plantea un modelo que estructura las múltiples variables que intervienen en una situación educativa

Unveiling the Power of Verbal Art: An Mental Sojourn through **Las Organizaciones Gibson Ivancevich Donnelly**

In a world inundated with monitors and the cacophony of instantaneous interaction, the profound power and psychological resonance of verbal beauty frequently fade in to obscurity, eclipsed by the constant onslaught of noise and distractions. Yet, nestled within the lyrical pages of **Las Organizaciones Gibson Ivancevich Donnelly**, a charming work of literary splendor that pulses with natural thoughts, lies an remarkable trip waiting to be embarked upon. Published with a virtuoso wordsmith, that magical opus courses readers on an emotional odyssey, delicately revealing the latent possible and profound impact embedded within the delicate web of language. Within the heart-wrenching expanse of this evocative evaluation, we will embark upon an introspective exploration of the book is central styles, dissect its fascinating publishing model, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

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