

LES ZOOM'S

LA GESTION DES RESSOURCES HUMAINES

12 CHAPITRES POUR TOUT SAVOIR DE LA GESTION DES HOMMES AU TRAVAIL, DANS L'ORGANISATION

Cet ouvrage synthétique de façon claire et illustrée l'essentiel des connaissances en Gestion des Ressources Humaines (GRH). Il propose une présentation de la fonction Ressources Humaines dans ses dimensions tant stratégiques qu'opérationnelles et dans ses aspects à la fois individuels et collectifs.

Les thèmes suivants sont successivement abordés :

- le concept de GRH ;
- le recrutement ;
- la gestion des carrières ;
- l'évaluation ;
- la formation ;
- la gestion prévisionnelle des emplois et des compétences (GPEC) ;
- la rémunération ;
- le temps de travail ;
- le santé au travail ;
- les relations sociales ;
- le départ de l'entreprise ;
- les défis pour la GRH.

Cet ouvrage s'adresse à tous les étudiants de BTS Tertiaires, les étudiants des cursus universitaires en gestion (BUT, Licences, Licences Professionnelles, Masters...) et les étudiants en écoles de Management.

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CHAPITRE 1 LA GESTION DES RESSOURCES HUMAINES

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La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos

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GRH Patrice Laroche, Loris Guery, Yves Moulin, Marc Salesina, Anne Stevenot, 2019-05-20 L ouvrage pr sente une synth se p dagogique des fondements th oriques des pratiques et des outils de la GRH Il propose galement une s lection d tudes de cas et d exercices corrig s permettant aux lecteurs de mettre en pratique les notions et outils pr sent s au fil des chapitres La gestion des ressources humaines est un ensemble d actions et de dispositifs permettant aux organisations de b n ficier des moyens humains n cessaires l atteinte de leurs objectifs Pour ce faire elle s appuie sur des outils qui visent garantir et maintenir l ad quation entre les ressources et les besoins de main d uvre susciter valuer et r tribuer les performances individuelles et collectives assurer la r gulation de la relation d emploi L ouvrage pr sente une synth se p dagogique des fondements th oriques des pratiques et des outils de la GRH Il propose galement une s lection d tudes de cas et d exercices corrig s permettant aux lecteurs de mettre en pratique les notions et outils pr sent s au fil des chapitres Le volume est organis en neuf chapitres couvrant l ensemble des domaines de la fonction ressources humaines recrutement gestion des carri res formation valuation des performances r mun rations syst me d informations et digitalisation contr le de gestion sociale et concertation sociale Ce livre s adresse aux tudians des Universit s des IAE et des Ecoles de management ou d ing nieurs Il int ressera galement les cadres de la fonction RH et les managers qui y trouveront l occasion d clarifier leur propre exp rience

La gestion des ressources humaines Loïc Cadin, Francis Guérin, 1999 La Gestion des Ressources Humaines est le plus souvent abord e en termes instrumentaux comment faire selon un plan reprenant invariablement ses principaux actes recrutement r mun ration appr ciation et d veloppement des ressources humaines Cet ouvrage s efforce d initier la discipline partir de quelques mises en question qui am nent s interroger sur ses fondements Formul es comme des dilemmes elles permettent de proposer des points de rep re sous forme d id aux types et de mettre en perspective la transformation des contextes dans lesquels oeuvrent les organisations Dans un souci de ne pas isoler la GRH de l environnement soci tal dans lequel elle s exerce les auteurs ont ici privil gi une approche du domaine contingente plus que normative

La gestion des ressources humaines - 4e éd Loïc Cadin, Francis Guérin, 2015-09-02 L ouvrage est structur autour de quelques questions fondamentales d orientation de politique de GRH et apporte des cadres th oriques pour penser la GRH Les questions sont libell es en termes d alternative ou de dilemme pour poser les d bats puis sont nuanc es dans le texte Dans cette nouvelle dition enti rement mise jour les auteurs mettent l accent sur des th matiques d ormais incontournables la gestion de la diversit la Responsabilit sociale des entreprises la dimension internationale des ressources humaines

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