

MANUAL DE PROCEDIMIENTOS RECURSOS HUMANOS



Guatemala, Febrero de 2014

Manual De Procedimientos Para Recursos Humanos

H Kauffman



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Manual para elaborar manuales de políticas y procedimientos Martín G. Alvarez Torres,1996 *Guía técnica para elaborar manuales operativos* INEGI,2013-01-01 **Plan de negocios** Richard Stutely,2000 *El manual de acogida en la empresa* Ana Isabel Córcoles Cubero,2007 Clasificación de Puestos , **Los recursos humanos para la pequeña y mediana empresa** César Montalván Garcés,1999 Diario oficial Mexico,2010 **Actualizaciones para el Management y el Desarrollo Organizacional** Loreto Marchant,2006 **Dirección práctica de recursos humanos** Andrés Mínguez Vela,2006 , *Gestión de recursos humanos: teoría y práctica aplicadas a empresas turísticas* Juan Carlos Pérez Mesa,2021-01-18 En el entorno competitivo actual el factor que puede establecer diferencias entre las empresas ventaja competitiva es el personal o recurso humano Los conocimientos habilidades y capacidades de los empleados su experiencia y motivación ejercen una importante influencia sobre la productividad de la empresa su imagen y reputación y en definitiva sobre su supervivencia Es por ello por lo que la gestión de recursos humanos se convierte en una herramienta clave en el mantenimiento y mejora de la competitividad de las empresas A través de sus distintas funciones planificación reclutamiento y selección formación y desarrollo evaluación del rendimiento o retribución la adecuada gestión del personal dota a la empresa de un instrumento eficaz para conseguir un capital humano valioso Por otro lado el sector turístico se enfrenta a tres grandes retos que a su vez se configuran como elementos básicos sobre los que sustentar su crecimiento la sostenibilidad o capacidad de crecer sin malgastar los recursos que favorecen dicho crecimiento la seguridad o capacidad para garantizar destinos e infraestructuras turísticas en las que el cliente no perciba ninguna sensación de riesgo y la calidad en su sentido más amplio En este último aspecto los recursos humanos tendrán un rol claramente protagonista De su calidad de su capacidad para atender con profesionalidad a los clientes se derivará gran parte de la satisfacción de los clientes El objetivo de este curso es ofrecer al alumno una visión introductoria y esquemática de la gestión de recursos humanos con el fin de que comprenda las cuestiones esenciales y sepa cómo aplicar con éxito programas y estrategias de recursos humanos en el ámbito del sector turístico Gestión del recurso humano en las organizaciones - 1ra edición Jaime Alonso Arciniegas Ortiz,2018-01-01 La dirección del recurso humano es fundamental en la administración de empresas pues cualquier cambio por insignificante que parezca en los procesos habituales o tareas puede implicar una enorme variación en el bienestar del personal y la productividad empresarial La obra aborda los conceptos y procedimientos que intervienen en el manejo del talento humano en las organizaciones partiendo de la planeación organización dirección coordinación y control del personal teniendo en cuenta las normas instituidas por los organismos internacionales El libro va dirigido a estudiantes y profesionales de economía administración empresarial y áreas afines y a inversionistas gerentes y responsables del área de recursos humanos **Manual de procedimientos para el departamento de recursos humanos** Lorena Robles Luarca,Diana Sánchez Martínez,1988 *Manual de capacitación: un engrane vital para la competitividad* Erasmo Barbosa Cano Lae,2024-03-17 Bases y

fundamentos de la capacitación organizacional diseño y organización del curso de capacitación y la impartición y conducción del curso la evaluación y seguimiento de la capacitación **MF0975_2 - Técnicas de recepción y comunicación** Isidro Galisteo Pradillo, 2015-05-19 Esta publicación es uno de los módulos que componen el Certificado de Profesionalidad denominado ADGG0208 Actividades administrativas en la relación con el cliente Una vez finalizado el Módulo el alumno será capaz de recibir y procesar las comunicaciones internas y externas Se identificar la estructura funcional de organizaciones tipo y de la Administración Pública distinguiendo los flujos de información en las comunicaciones orales o escritas de forma presencial telemática o electrónica y sus medios de canalización Se aplicarán las técnicas de comunicación oral presencial o telemática transmitiendo información de acuerdo con los usos y costumbres socioprofesionales habituales de organizaciones e interlocutores tipo además del proceso de recepción acogida y registro de visitas en situaciones tipo desarrollando las habilidades de comunicación convenientes en cada una de las fases También se aplicarán las técnicas de comunicación escrita en la redacción y cumplimentación de información y documentación oficial o privada mediante la utilización de medios ofimáticos y electrónicos además de las técnicas de registro público y privado y distribución de la información y documentación facilitando su acceso seguridad y confidencialidad Manual de administración y gestión sanitaria Fernando Lamata Cotanda, 1998 La administración y la gestión sanitaria es un mundo apasionante complejo difícil que toca un sector muy sensible de la sociedad porque se refiere a la vida y la muerte al sufrimiento humano y al intento de prevenir y aliviar ese sufrimiento Hace 20 años en la constitución de 1978 el pueblo español ordenaba a los poderes públicos que garantizaran una buena sanidad para todos los españoles Creo que el balance es muy satisfactorio pero también es evidente que queda mucho por hacer y deben venir nuevas generaciones de gestores y administradores sanitarios con ilusión con ideas con sentido común a trazar los horizontes del futuro y a seguir construyendo una sanidad mejor cada día en España en Europa y en todo el planeta Apostando por la vida como dice Tere Molina en el dibujo de la portada que pintó hace 20 años y que está formado con la palabra BUHAY que significa VIDA en tangalo y cuya dedicatoria es a vosotros porque amor es la vida y velis por ella para vosotros que pensáis que la vida es hermosa desde su despertar hasta su plenitud A todas ellas y ellos médicos enfermeras auxiliares celadores cocineros lavanderas administrativos farmacéuticos economistas psicólogos químicos veterinarios físicos técnicos especialistas administrativos trabajadores sociales gerentes funcionarios abogados periodistas a todos los profesionales de la salud va dedicado este libro como agradecimiento por su inestimable labor y confiando en que pueda servir para que logren hacer mejor su trabajo **Evaluación de la aplicación de políticas públicas de salud en la ciudad de Cartagena** Julio Mario Orozco Africano, **Normas del Instituto Interamericano de Cooperación para la Agricultura (IICA)** , *Diseño institucional de las entidades de fiscalización superior de América Latina* Restrepo Medina, Manuel Alberto, Purón Cid, Gabriel, 2014-07-23 El objetivo de la presente obra consiste en presentar una descripción comparada de los diseños institucionales de las entidades de fiscalización superior contraloras y tribunales de cuentas del rea

latinoamericana que permita establecer si ellos son plataformas apropiadas para el desarrollo efectivo de sus competencias en materia de auditoría gubernamental externa en función de los parámetros de independencia y profesionalidad establecidos en las Declaraciones de Lima y de México de la INTOSAI. El aporte de este trabajo académico es haber determinado el grado de adecuación de los diseños institucionales de las EFS latinoamericanas a esos parámetros de manera que los resultados de la investigación adelantada permitieron formular un conjunto de consideraciones sobre los retos inmediatos que debe superar la institucionalidad del control fiscal regional para lograr que los resultados de las funciones ejercidas por las entidades de fiscalización superior incidan sobre la gestión de las entidades vigiladas para que su actividad misional sea eficaz y eficiente y de esta manera aquellas hagan que la gestión de los recursos públicos logre el mejoramiento efectivo de la calidad de vida de las personas mediante el acceso a más y mejores bienes y servicios públicos. Esta obra está dirigida principalmente a servidores públicos, gestores fiscales, administradores públicos, funcionarios de las contralorías y las oficinas de control interno, miembros de corporaciones públicas, de elección popular, magistrados de tribunales y cortes y profesores e investigadores en temas de administración pública y control fiscal.

Gestión de documentos en Hemoterapia Natalia Alcorta, 2018-10-08. Los documentos en cualquier organización deben gestionarse pero en el ámbito sanitario donde el producto y/o servicio se aplica o influye directamente en la vida de las personas, esta gestión debe formar parte de los procesos críticos. Los registros por ser testigos indiscutibles del trabajo diario deben ser confiables ya que son la defensa o el apoyo que tiene la institución frente a eventos no deseados. Auditando la gestión de documentos de un lugar puede evidenciarse el grado de compromiso del personal y de los jefes de servicio con la gestión de calidad establecida.

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