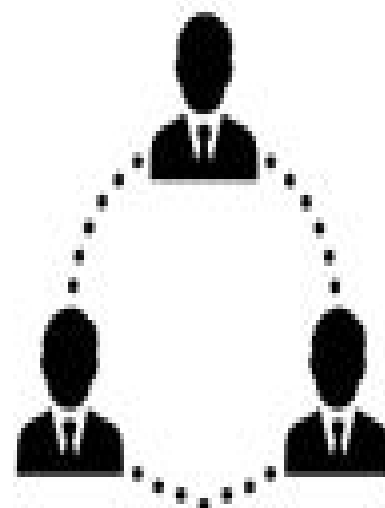




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Professionaliser la fonction ressources humaines Farid Ben Hassel, Benoît Raveleau, 2014-12-10 T00:00:00-05:00 La gestion des ressources humaines RH a connu de profonds changements depuis une trentaine d'années informatisation des systèmes informatiques des ressources humaines SIRH individualisation des carrières internationalisation des changes de nouvelles responsabilités sociales de l'entreprise impératif de flexibilité et de mobilité professionnelle etc La gestion des personnes en milieu de travail devient ainsi plus délicate puisqu'elle requiert non seulement de concilier les intérêts de l'entreprise et ceux du personnel mais aussi d'adapter les effectifs à l'activité en tenant compte des contraintes juridiques techniques et de la productivité Pour cela la fonction RH facteur clé de l'efficacité globale de l'entreprise n'a cessé plus que jamais de solliciter les compétences Professionaliser la fonction RH est donc bien l'ordre du jour Mais de quoi parle-t-on exactement Une première analyse nous invite à busquer les enjeux derrière les mots professionnalisation professionnalisme et profession Car au-delà des termes la diversité des parcours de professionnalisation saute aux yeux stage de formation tutorat analyse de pratiques ou de l'activité accompagnement autoformation etc Ensuite cette question de la professionnalisation de la fonction RH peut être appréhendée à différents niveaux à l'échelle de l'individu les universités et les écoles qui forment les managers RH développent des expertises pédagogiques poussées pour proposer une formation de qualité qu'elle soit initiale continue ou en alternance à l'échelle de l'organisation d'autres leviers d'action peuvent être précisés faire évoluer le contenu de la fonction RH constituer des savoir-faire communs la fonction etc Cet ouvrage fait le point sur les nouveaux parcours de professionnalisation destinés à former des managers RH Il permet de comparer la situation de différents pays francophones avec les acteurs de la formation et de la fonction ressources humaines qu'ils soient institutionnels ou professionnels *Annuaire national des universités*, 2011 **Le guide des masters, MS et MBA** Hobsons, 2007-02-08 Présentation de tous les 3e cycles préparés en France les Masters recherche ou professionnel MS DRT ou MBA qui aide l'étudiant à faire son choix parmi les formations offertes après un bac 4 ou un bac 5 et lui donne toutes les pistes pour réussir son admission Intégre les fusions issues de la réforme LMD *100 CV et lettres de motivation pour les bac + 4-5* Céline Manceau, Guillaume Verney-Carron, 2007 Grâce à des exemples de lettres et de CV ce guide prodigue des conseils tant dans le contenu que dans la forme pour aider les étudiants et candidats de diplômes bac 4 5 à trouver un travail *Devenir assistante* Nadia Graradji, 2005 Dresse la liste des compétences et des aptitudes requises pour être secrétaire ou assistante de direction excellente expression écrite et orale des compétences rédactionnelles maîtrise des outils bureautiques de la prise des notes connaissance des usages en matière de présentation de courriers internes et externes **Gestion des Identités** Nicolas Debaes, Bruno Vincent, 2007-07-27 Annual Report Defence R&D Canada, 2002 **Trouver un job grâce aux réseaux sociaux** Gonzague Gauthier, 2019-05-09 Que faites-vous de manière compulsive jusqu'à 150 fois par jour qui peut vous aider à trouver un job Vous surfez sur les réseaux sociaux pour vous tenir au courant de l'actualité partager vos dernières expériences donner

votre avis Les réseaux sociaux peuvent devenir un outil très efficace pour trouver le job de vos rêves Tout est une question de méthode et surtout d'attitude FACEBOOK TWITTER LINKEDIN VIADEO VOS MEILLEURS ALLIÉS Mais attention il faut soigner votre image digitale Pas question de poster n'importe quoi ou de vous afficher avec n'importe qui Ce guide vous donne les clés pour vous construire une e-reputation professionnelle et un profil attirant pour les recruteurs Gonzague Gauthier vous donne ses conseils pour approcher un secteur développer votre connaissance d'une entreprise ou entrer en contact efficacement avec un recruteur Avec ses fiches pratiques ses schémas et ses astuces efficaces ce guide vous permet de progresser rapidement dans votre maîtrise de ces outils d'une puissance incroyable pour décrocher un job *La recherche d'emploi, mode d'emploi* Julien Gramage, **Paie et administration du personnel - 4e éd.** Jean-Pierre Taïeb, 2013-03-20 La réputation qu'avait la fonction paie non noble et même ingrate s'efface au profit de considérations sociales et stratégiques il ne s'agit plus d'administrer des tâches mais de concourir efficacement des politiques de développement des compétences Cet ouvrage offre la fois un apport technique pour mesurer les difficultés de cette fonction et s'en libérer mais aussi il montre l'enjeu d'une externalisation de la fonction et la nécessité de la mise en place d'un véritable contrôle de gestion social Cette nouvelle édition entièrement mise à jour intègre les dernières mesures législatives et réglementaires d'octobre 2012 **Major Companies of Europe**, 2008 **Directory of African Experts**, 1984 **GRH** Patrice Laroche, Loris Guery, Yves Moulin, Marc Salesina, Anne Stevenot, 2019-05-20 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 susciter valuer et récompenser les performances individuelles et collectives 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 Ecoles de management ou d'ingénieurs Il illustrera également les cadres de la fonction RH et les managers qui y trouveront l'occasion d'clairer leur propre expérience *Livres de France*, 2003 **Government of Canada Telephone Directory**, 1986 **Who's who in France**, 2015 *Livres hebdo*, 2008 Bottin administratif, 1997 **Le point**, 2007 Jeune Afrique, 2007

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