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Manual de Procedimientos

**de la Dirección General
de Recursos Humanos**

Oficialía Mayor
Dirección General de Procesos y
Estructuras Organizacionales

2012

Manual De Procedimientos De Recursos Humanos

Jaime Alonso Arciniegas Ortiz



Manual De Procedimientos De Recursos Humanos:

Manual para elaborar manuales de políticas y procedimientos Martín G. Alvarez Torres,1996 *Manual de procedimientos de gestión de recursos humanos* España. Ministerio para las Administraciones Públicas,1992 **Plan de negocios** Richard Stutely,2000 **Clasificación de Puestos ,** **Dirección práctica de recursos humanos** Andrés Mínguez Vela,2006 *Administración de Recursos Humanos i Parte ,* **Actualizaciones para el Management y el Desarrollo Organizacional** Loreto Marchant,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 El manual de acogida en la empresa Ana Isabel Córcoles Cubero,2007 *Guía técnica para elaborar manuales operativos* INEGI,2013-01-01 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 organizacional 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 **Los recursos humanos para la pequeña y mediana empresa** César Montalván Garcés,1999 **Manual de procedimientos de enfermería materno-infantil** Ma Emilia Martínez

Roche, Florentina Pina Roche, M. Carmen Gómez García, 1994 *Gestión de Proyectos Educativos Lineamientos Metodológicos* Otoniel Alvarado Oyarce, 2005 **Diario oficial** México, 2011 **Cómo hacer el manual de calidad según la nueva ISO 9001:2000. 5a edición** Fermín Gómez Fraile, Miguel Tejero Monzón, José Francisco Vilar Barrio, 2005*

Manual de Farmacología Alicia C. López Castellano, Lucrecia Moreno Royo, Victoria Villagrasa Sebastián, 2005-12 El objetivo de este libro de texto y de consulta es proporcionar a los farmacéuticos presentes y estudiantes de hoy y futuros farmacéuticos los conocimientos farmacoterapéuticos necesarios para que puedan desarrollar su labor asistencial de una manera eficaz promoviendo el uso racional del medicamento y la estrecha relación farmacéutico-paciente aspectos clave de la figura del farmacéutico del S XXI Aborda el estudio de las enfermedades en las que el farmacéutico interviene con mayor frecuencia Al principio de cada capítulo aparece un índice con la estructura del mismo para facilitar la búsqueda de información Contempla todos los aspectos de la enfermedad desde su fisiopatología al tratamiento farmacológico y como novedad respecto a otras publicaciones la actuación que el farmacéutico puede ejercer para mejorar la utilización de los medicamentos en la dispensación activa consulta farmacéutica seguimiento farmacoterapéutico y educación sanitaria

Manual de procedimientos para el departamento de recursos humanos Lorena Robles Luarca, Diana Sánchez Martínez, 1988 Diccionario de Términos de Recursos Humanos (Nueva Edición) Martha Alles, 2024-10-16 Como un complemento necesario para poder navegar con seguridad en ese vasto sistema Martha Alles nos presenta ahora su Diccionario de términos de Recursos Humanos El libro está dirigido a especialistas que hoy trabajan en el área a estudiantes y profesores y a todos los interesados en temas relacionados con las personas no necesariamente expertos en Recursos Humanos y ha sido pensado para el mundo hispanoparlante Esto implica no solo Latinoamérica y España sino también al público de habla hispana de muchos otros países entre ellos los Estados Unidos Por lo cual los términos y sus definiciones no tienen un sabor local en particular La obra cubre un objetivo preciso novedoso y de gran utilidad práctica para los interesados en el ámbito de los Recursos Humanos ya que apunta a lograr que en un mundo cada vez más interconectado personas de diferentes latitudes puedan comunicarse de manera precisa y eficiente mediante el uso de un lenguaje técnico unificado *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 Teresa 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 am is la vida y vel is por ella para vosotros que pens is que la vida es hermosa desde su despertar hasta su plenitud A todas ellas y ellos m dicos enfermeras auxiliares celadores cocineros lavanderas administrativos farmac uticos economistas psic logas qu micos veterinarios f sicos t cnicos 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 ser til para que logren hacer mejor su trabajo

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