



2ª Edición

Daniel Patricio Jiménez

Manual de recursos humanos

Manual De Recursos Humanos

**Federico Gan, Federico Gan
Busto, Jaume Triginé**



Manual De Recursos Humanos:

Manual de recursos humanos Daniel Patricio Jiménez, 2007-10-26 *Manual de Recursos Humanos* Federico Gan Bustos, Gaspar Berbel Giménez, 2011-06-23 El presente manual es dirigido a cualquier persona que se ocupe o preocupe del desarrollo del capital humano factor humano o recursos humanos dentro de las organizaciones en la consultoría en la formación de y para profesionales y en el estudio e investigación en ámbitos organizativos **Manual de recursos humanos 3ª ed.** Daniel Patricio Jiménez, 2016-01-25 La presente obra resume la experiencia acumulada de numerosos años 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 auténtico 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 los grados de marketing y administración de empresas por lo que su lectura representa igualmente una visión académica y docente Índice Introducci n a los recursos humanos Planificaci n y requerimientos del puesto de trabajo DPT VPT Competencias organizacionales El proceso de selecci n Contrato de trabajo y representaci n social Política retributiva Gest i n del desempe o y coaching La formaci n en la empresa Dirección práctica de recursos humanos Andrés Mínguez Vela, 2006 **Buenas prácticas de recursos humanos** Luis Sarriés Sanz, Esther Casares García, 2008 El libro tiene como objetivo proporcionar perspectivas y actualizar nociones para fundamentar el programa estratégico de los recursos humanos Por tanto aunque a lo largo de sus páginas se alude a más de 250 empresas nacionales e internacionales no se trata de una mera recopilaci n de buenas prácticas agrupadas en capítulos Los ejemplos recogidos deben servir para que los responsables de recursos humanos tengan

referencias a la hora de innovar de acuerdo con la cultura y la realidad de su propia empresa y para que no caigan en el peligro de reduplicar prácticas que son buenas en determinados contextos pero no en todos. En la primera parte se analizan los sucesivos planteamientos que a lo largo de los últimos años se han hecho para conseguir trabajadores motivados e implicados. Pero algo ha fallado ya que un elevado porcentaje de trabajadores siguen insatisfechos. Por eso nunca se ha experimentado tanta necesidad de recurrir al benchmarking para mejorar la propia empresa. En la segunda parte se analizan los aspectos que se tienen en cuenta a la hora de diseñar con éxito nuevas estrategias en la gestión del factor humano a partir de una concepción sistémica de la empresa. El hombre realiza su actividad en una empresa concreta que tiene una visión propia del negocio y de las relaciones entre las personas. Ahora bien, la nueva concepción de las organizaciones acentúa la necesidad de desarrollar la actividad desde la ética. Muchas empresas comienzan a definirse como organizaciones socialmente responsables, es decir, organizaciones que consideran que serán más eficientes si en su plan estratégico se introducen otros indicadores más allá de los económicos vinculados a los intereses armonizados de los llamados stakeholders. Esta nueva concepción de la empresa socialmente responsable debe suponer un cambio en la filosofía de la organización aunque en muchos casos está amenazada por el peligro de reducirla a una estrategia de imagen corporativa y de marketing. El libro recoge ejemplos de empresas que están en el buen camino. En la tercera parte se expone cómo debe integrarse el trabajador en el espacio organizacional. Su motivación para el trabajo le va a venir sobre todo del grado en que la organización sea capaz de acogerlo como algo indivisible, es decir, como una persona que llega a la empresa con una serie de necesidades y de proyectos personales y sociales que son inseparables de su rol profesional. Teniendo en cuenta esta nueva visión del trabajador, el libro reflexiona y ofrece buenas prácticas en formas de motivación, remuneración, reconocimiento y participación en la empresa, las relaciones basadas en la información y comunicación, la conciliación de la vida profesional y familiar, la implicación en acciones sociales y de solidaridad. Finalmente se recogen otros valores emergentes como el valor que se da no solamente a la salud en general y a la prevención de riesgos laborales sino al cultivo del propio cuerpo. Los autores: Luis Sarries es catedrático de Sociología Industrial. Autor de varios libros en la actualidad, investiga la crisis de las relaciones industriales y la flexiseguridad como alternativa. Esther Casares es doctora en Sociología y profesora de la UPN. *Manual de recursos humanos y relaciones laborales en la empresa*. Natalia Gimena de Diego, 2020. Es un verdadero privilegio para mí ver esta obra en la que se pueden integrar temas de tanta relevancia para la actividad de todo profesional del mundo de las personas. Poder conjugar en un mismo libro el nuevo enfoque y los desafíos de la Dirección de RRHH con los conceptos y herramientas clave de las Relaciones Laborales es una tarea muy destacable y asimismo necesaria. El trabajo desarrollado por Nati y Lean intenta exitosamente acercarnos de una manera dinámica y didáctica al mundo real a partir de la teoría generando una invitación a recorrer un camino de aprendizaje y reflexión. Bienvenida esta propuesta de alto valor de la que muchos nos nutriremos. Alejandro Melamed Contratapa

Manual para elaborar manuales de políticas y

procedimientos Martín G. Alvarez Torres,1996 Human Resource Management R. Wayne Mondy,Robert M. Noe,2005 A balance of practical and applied material which also underpins the crucial theoretical concepts that are being applied in today s human resources For undergraduate graduate courses in Human Resource Management **Recursos humanos en empresas de turismo y hostelería** Alberto Jorge Acosta,2002 **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 t rminos de Recursos Humanos El libro est dirigido a especialistas que hoy trabajan en el rea 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 Latinoam rica y Espaa sino tambi n al p blico de habla hispana de muchos otros pa ses entre ellos los Estados Unidos Por lo cual los t rminos y sus definiciones no tienen un sabor local en particular La obra cubre un objetivo preciso novedoso y de gran utilidad pr ctica para los interesados en el mbito de los Recursos Humanos ya que apunta a lograr que en un mundo cada vez m s interconectado personas de diferentes latitudes puedan comunicarse de manera precisa y eficiente mediante el uso de un lenguaje t cnico unificado **Manual de soporte vital básico** Emilio Moreno Millán,2000 **Manual de instrumentos de gestión y desarrollo de las personas en las organizaciones** Federico Gan,Federico Gan Busto,Jaume Triginé,2006 Esta obra ofrece un centenar de propuestas y soluciones para m ltiples aspectos de la vida empresarial en los que el protagonismo reside fundamentalmente en las personas Cada instrumento incluye una presentaci n su finalidad soluciones e informaciones que ofrece posibles acciones de implementaci n e indicadores de calidad para su uso Directivos managers responsables de equipos mbito de recursos humanos y formaci n comunicaci n interna adem s de profesores formadores consultores son sus usuarios as como estudiantes de Master de RRHH MBA EMBA INDICE Planificaci n de las necesidades del personal An lisis y descripci n de puestos de trabajo Valoraci n de puestos de trabajo Selecci n de personal Plan de acogida Formaci n La identificaci n del potencial y la promoci n interna Evaluaci n del desempe o individual Comunicaci n interna Motivaci n Gesti n del estr s Gesti n del tiempo etc **Manual Recursos Humanos. Formación para el Empleo** Editorial CEP,2010 **Administracion de Empresas. Profesores de Enseñanza Secundaria. Volumen Ii. E-book** ,2003-06-24 **Manual de Comunicaci n** Carlos Ongallo,2007-10-29 La empresa esta en continuo cambio Muchas veces los procesos de transmisi n de la informaci n son tan lentos o tan engorrosos que dificultan el que el mensaje llegue en condisiones a su destinatario Sumado a ello los distintos tipos de cultura en las organizaciones desempe an un papel crucial en la transmisi n de los mensajes Esta obra analiza desde una perspectiva multidisciplinaria el fen meno de la comunicaci n interna y describe algunas pautas que deben seguirse para mejorarla y con ella las relaciones interpersonales en la organizaci n base indiscutible de todo cambio que se desee llevar a cabo **Manual de trabajo social** Manuel Sánchez Rosado,2000 **Manual de seguimiento y evaluación de los recursos humanos para la salud** World Health

Organization,2009 En muchos países la falta de personal es uno de los principales obstáculos al reforzamiento de la prestación de servicios de atención primaria de salud y otros tipos de servicios de salud incluidos los de índole curativa promocional preventiva y de rehabilitación Muchos países carecen actualmente de capacidad técnica para el seguimiento adecuado de su personal de salud a menudo los datos no son fiables o son obsoletos no se aplican definiciones comunes ni instrumentos analíticos de eficacia probada y se carece de la preparación y la experiencia necesarias para evaluar los problemas fundamentales de las políticas El presente Manual tiene el propósito de fortalecer esa capacidad técnica Brinda a los gestores de la salud los investigadores y los formuladores de políticas referencias estandarizadas y de c modo manejo para el seguimiento y la evaluación de los recursos humanos para la salud Reñe un marco analítico con opciones estratégicas para mejorar la información y los datos relativos a la fuerza laboral así como las experiencias de los países para poner de relieve los planteamientos que han dado buenos resultados El documento debe considerarse fruto de una labor continua que permitir conocer mejor los recursos humanos para la salud y contribuir de manera significativa al creciente arsenal de instrumentos e investigaciones aplicadas ideados para afrontar el reto de medir y mejorar los resultados de la fuerza laboral sanitaria fortalecer los sistemas de salud y en última instancia mejorar la salud de la población

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 pint hace 20 años y que está formado con la palabra BUHAY que significa VIDA en tangalo y cuya dedicatoria es a vosotros porque amáis la vida y veláis 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 psicólogas 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

Belize ,1994 Manual de Capacitación en Administración de Pequeñas Centrales Hidráulicas Eddy Solís, Rafael Escobar,2008

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