

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.

Cette 12^e édition 2019-2020 intègre la loi Avance Professionnelle du 3 septembre 2018 et la loi PACTE du 27 mai 2019.



12^e édition
2019-2020
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CHAPITRE 1 LA GESTION DES RESSOURCES HUMAINES

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La gestion des ressources humaines Loïc Cadin, Francis Guérin, 1999 La Gestion des Ressources Humaines est le plus souvent abordé en termes instrumentaux comment faire selon un plan reprenant invariablement ses principaux actes recrutement recrutement appréhension et développement des ressources humaines Cet ouvrage s'efforce d'initier la discipline à partir de quelques mises en question qui amènent à interroger sur ses fondements Formules comme des dilemmes elles permettent de proposer des points de repère sous forme d'idées 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 social dans lequel elle s'exerce les auteurs ont ici privilégié 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 structuré autour de quelques questions fondamentales d'orientation de politique de GRH et apporte des cadres théoriques pour penser la GRH Les questions sont libellées en termes d'alternative ou de dilemme pour poser les débats puis sont nuancées dans le texte Dans cette nouvelle édition entièrement mise à jour les auteurs mettent l'accent sur des thématiques désormais incontournables la gestion de la diversité la Responsabilité sociale des entreprises la dimension internationale des ressources humaines

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 recrutements 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 interressera également les cadres de la fonction RH et les managers qui y trouveront l'occasion d'clairer leur propre expérience

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Table of Contents La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos

1. Understanding the eBook La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - The Rise of Digital Reading La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - Advantages of eBooks Over Traditional Books
2. Identifying La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - User-Friendly Interface
4. Exploring eBook Recommendations from La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - Personalized Recommendations
 - La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos User Reviews and Ratings
 - La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos and Bestseller Lists
5. Accessing La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos Free and Paid eBooks
 - La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos Public Domain eBooks
 - La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos eBook Subscription Services
 - La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos Budget-Friendly Options
6. Navigating La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos eBook Formats

- ePub, PDF, MOBI, and More
 - La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos Compatibility with Devices
 - La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - Highlighting and Note-Taking La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - Interactive Elements La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 8. Staying Engaged with La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 9. Balancing eBooks and Physical Books La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - Setting Reading Goals La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - Fact-Checking eBook Content of La Gestion Des Ressources Humaines Egraveme Eacutedition Les Topos
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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