

La gestion des Ressources Humaines dans les PME

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Gestion Ressources Humaines Dans Pme

**Anne Chevallier, Monique
Coiffard, Willy Guillaume**



Gestion Ressources Humaines Dans Pme:

Management des ressources humaines en PME Ludivine Adla,VIRGINIE GALLEGRO-ROQUELAURE,Marc-André Vilette,2022-09-19 La gestion des ressources humaines GRH en PME ne se résume pas la transposition de celle des grandes entreprises dans un modèle réduit Si certaines PME renferment une GRH informelle et arbitraire généralement auto centrée sur le dirigeant d'autres d tiennent une GRH plus partagée et relationnelle Elle est même susceptible de revêtir un caractère stratégique on parle alors de gestion stratégique des ressources humaines GSRH La GRH peut aussi s envisager à l international ou encore soutenir une dynamique d innovation Elle occupe en outre une place déterminante lors d une transmission reprise de PME et vient accompagner les enjeux sociaux dans le cadre d une démarche de responsabilité sociale des entreprises RSE Cet ouvrage vise aborder la GRH sous ces quatre angles en répondant aux diverses interrogations des dirigeants Comment piloter ses ressources humaines Quelle stratégie RH mettre en place Comment concilier enjeux sociaux et performance Les auteurs proposent des pistes de réflexion et des outils susceptibles d intéresser les dirigeants de PME les responsables RH les responsables publics les consultants experts en management les enseignants chercheurs en sciences de gestion et les étudiants portant un intérêt au devenir des entreprises taille humaine Les propos des présidents nationaux de l ANDRH et de la CPME permettent en outre de prendre de la hauteur sur cette thématique forts enjeux

Gestion RH des PME-PMI Anne Chevallier,Monique Coiffard,Willy Guillaume,2004 Si dans les grandes entreprises la gestion des ressources humaines est structurée et dirigée par une personne le DRH dans les petites et moyennes entreprises c est généralement le dirigeant ou un de ses adjoints qui assure la fonction RH Peu ou pas formés dans ce domaine les dirigeants de PME PMI ne se préoccupent de la gestion des hommes que ponctuellement lors d un recrutement d une crise ou des demandes d augmentation annuelles Ils sont pourtant de plus en plus conscients de la place qui doit être donnée ce volet de leur fonction la recherche de la rentabilité passant par la performance individuelle et collective de leurs salariés Comment faire face rapidement et efficacement des besoins de compétences nouvelles Comment manager les salariés dans un souci de rentabilité et de cohésion sociale Comment développer les performances de l entreprise Comment communiquer et motiver le personnel pour mobiliser les énergies Ce guide pratique d taille les principaux aspects de la gestion des ressources humaines recrutement management formation communication et motivation rupture et offre de nombreuses informations juridiques des recommandations concrètes et des modèles de documents L outil incontournable de ceux qui exercent la fonction RH dans les PME PMI

La gestion des ressources humaines en PME Marcin Lewandowski-Durfort,2009 *The State of the Art in Small Business and Entrepreneurship* Pierre-Andre Julien,2018-11-08 Published in 1998 This text is designed as not only a summary of a number of years of reflections by many different researchers but also a guide for future research and for continuing development of a theory of small business and its environment a theory that will apply to small businesses everywhere and that will help them become what they hope to be in the 21st century *Journal of Small Business and*

Entrepreneurship, 2004 **La Gestion des ressources humaines en PME-PMI** Pierre Dolivet, Jean-Paul Favre, 1995

Pilotage des ressources humaines en PME Annick SCHOTT, Michel Jurquet, 2013-12-01 Les PME repr sentent 70% du PIB et plus de 60% de l emploi en France et pourtant la gestion des ressources humaines GRH des PME n est que peu abord e Cet ouvrage se destine r parer cet oubli et s adresse aux cadres et dirigeants de PME et tous ceux qui s int ressent aux ressources humaines Les mod les pr sent s issus tant du droit du travail que des logiques strat giques permettent d orienter les ressources humaines vers une d marche contributive de salari s afin de consolider la p rennit des PME Gestion des ressources humaines dans les PME Henri Mahé de Boislandelle, 2015-09-14 Cet ouvrage propose une r flexion et des outils pour conduire et am liorer la gestion des ressources humaines dans les petites et moyennes entreprises confront es aux d fis de la comp titivit Il ouvre le d bat sur la sp cificit de la GRH en PME et sur le r le central du dirigeant Il montre comment la fonction r partie dans toute l entreprise peut tre synth tis e par un mod le global s appuyant sur un mix social Ce mix social compos de quatre grandes variables d action composites l emploi la r mun ration la valorisation ainsi que la participation produit des effets directs et indirects sur un ensemble de variables de r sultat Parmi celles ci retenons le climat social l image sociale et les performances technico conomiques qui servent au diagnostic et au contr le de gestion social Reflet des recherches conduites par l auteur ces derni res ann es cette troisi me dition pr sente les nouveaux paradigmes de GRH en PME notamment l volution du p rim tre des ressources humaines les performances globales via la RSE et les nouvelles structurations organisationnelles occasionnelles groupements grappes Elle int gre galement les biais cognitifs affectant l ambivalence du r le du dirigeant qui tel Janus personnage deux faces se trouve partag entre la gestion des hommes et la conduite de soi Ce livre int ressera un large public de dirigeants de PME de consultants d tudants et d enseignants en gestion **Développement des compétences, investissement professionnel et bien-être des personnes (Volume 2)** Nathalie Delobbe, Guy Karnas, Christian Vandenberghe, 2002 Quelle place les entreprises laissent elles d sormais au d veloppement des personnes L volution rapide des modes d organisation du travail la flexibilit et la multiplication des changements constituent des d fis majeurs Encyclopedia of Human Resources Information Systems: Challenges in e-HRM Torres-Coronas, Teresa, Arias-Oliva, Mario, 2008-07-31 Analyzes key critical HR variables and defines previously undiscovered issues in the HR field

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