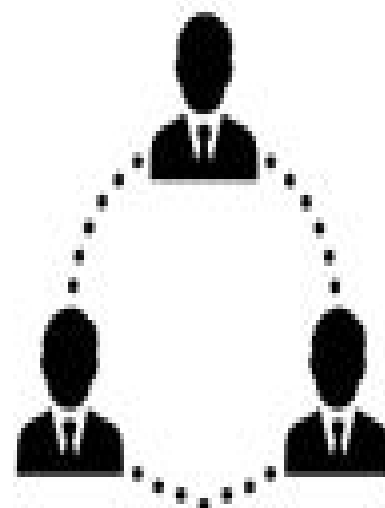




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Farid Ben Hassel, Benoît Raveleau



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Professionnaliser 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 nécessite plus que jamais de solides compétences Professionnaliser 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 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, **Annual Report** Defence R&D Canada, 2002 **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 reconnaître 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'affiner leur propre expérience **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 d'explorer 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 décembre 2012 *Major Companies of Europe*, 2008 **Directory of African Experts**, 1984 *Livres de France*, 2003 **Government of Canada Telephone Directory**, 1986 *Who's who in France*, 2015 **Livres hebdo**, 2008 **GRH** Patrice Laroche, Loris Guery, Yves Moulin, Marc Salesina, Anne Stevenot, 2024-08-21 La gestion des ressources humaines aide les organisations à bénéficier des moyens humains nécessaires à l'atteinte de leurs objectifs Les outils et dispositifs

sur lesquels la GRH s'appuie visent garantir et maintenir l'adéquation entre ressources et besoins en main d'œuvre susciter valuer et récompenser les performances individuelles et collectives assurer la régulation de la relation d'emploi L'ouvrage entièrement mise jour et actualisé présente une synthèse pédagogique des fondements théoriques des pratiques et des outils de la GRH et propose également des études de cas et exercices pour la mise en pratique des notions et outils L'ouvrage couvre l'ensemble des domaines de la fonction ressources humaines recrutement gestion des carrières formation évaluation des performances rémunérations digitalisation des systèmes d'informations stratégie big data contrôle de gestion sociale et concertation sociale Ce livre s'adresse aux étudiants des Universités des IAE et des écoles de management ou d'ingénieurs Il intéressera également les cadres de la fonction RH et les managers

Fonctions RH Maurice Thévenet, Cécile Dejoux, Anne-Françoise Bender, Bérangère Condomines, Éléonore Marbot, Étienne Normand, Antoine Pennaforte, François Silva, Patrick Storhay, 2015-02-27 Une initiation globale dynamique et actuelle la gestion des ressources humaines Nourri de la double expérience pédagogique et professionnelle des enseignants du Cnam il consacre de nouveaux développements l'impact du digital sur l'évolution de la discipline la diversité et aux risques psychosociaux

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 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

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