

Ensayo Sobre Clima Organizacional

Ruth Arroyo Tovar, Carlos Ernesto Zambrano Cancañón

Clima organizacional en Colombia Carlos Eduardo Méndez Álvarez, 2006

Cultura organizacional y endogamia (Ensayo) Eduardo Petracca, 2021-02-12 Las organizaciones empresariales siempre tienen como propósito la creación de valor, tanto económico como social, en forma sostenible y creciente. La gestión o management, es acción y desafío, para que el propósito empresarial se transforme en realidad concreta, por ello la estrategia y su ejecución son las grandes temáticas que incluye toda la infinidad de temas de management que pueden enumerarse. Sería inconcebible una estrategia sin una organización que la lleve a cabo, como también una organización sin una estructura. Pero podemos tener empresas con similares estructuras y recursos humanos, materiales e inmateriales, con diferente creación de valor. Ello es así, pues mientras la estructura define la distribución de funciones, roles y la coordinación del hacer organizacional, pero son las personas las que hacen y estas personas que conforman un grupo, la cultura organizacional define el cómo piensan y ello condiciona el cómo hacen. La cultura organizacional opera como una receta de fondo, un software que condiciona el pensar y el hacer, la cual no se lee en el cuadro de la misión o de los valores, pues está subyacente en el pensar de los integrantes del grupo. Este ensayo es un ejercicio sobre la cultura organizacional y los efectos de la endogamia sobre la creación del valor de la empresa y sobre los riesgos en cuanto a su futuro; producto de un abordaje ecléctico y heurístico, que recurre a la sociología, psicología, genética, física y enfoque sistémico. Más allá que la orientación es empresarial, la aplicación puede serlo para cualquier tipo de organización. Es un aporte a la ciencia del management, en la convicción que el conocimiento y diagnóstico de la cultura organizacional para asegurar su acople con la estrategia es uno de los factores clave del éxito.

Humanismo y gestión: Perspectivas y experiencias Álvaro Zapata Domínguez, Aura Mena De la Cruz, Andrea Hurtado Ayala, Carlos Hernán González Campo, Laura Salas-Arbeláez, Guillermo Murillo Vargas, Mónica García Solarte, Edgar Gaviria Martínez, Jose Luis Duque Ceballos, Oscar Iván Vásquez Rivera, Karem Sánchez de Roldán, Hernán Ávila Dávalos, Hernán López Arellano, Cristian Bedoya Dorado, Camilo Andrés Castro Ruiz, Andrés Ramiro Azuero Rodríguez, Juan David Peláez-León, Adriana Aguilera Castro, Vanessa Asprilla Castillo, 2024-06-05 Disponible próximamente. Esta edición fue realizada bajo la rectoría del profesor Guillermo Murillo Vargas, siendo vicerrectora de Investigaciones la profesora Mónica García Solarte y el profesor John Willmer Escobar Velásquez, director del Programa Editorial

Clima y ambiente organizacional Jesús Felipe Uribe Prado,2014-10-22 De acuerdo con la Organización Internacional del Trabajo (OIT) Los factores psicosociales en el empleo son complejos y difíciles de entender, dado que representan el conjunto de las percepciones y experiencias del trabajador y abarcan muchos aspectos, entre ellos el trabajo y su composición, los ambientes y climas dentro y fuera de las organizaciones y, la salud de los trabajadores. Existen factores psicosociales descriptivos, que se refieren a la estructura organizacional, al liderazgo, cultura corporativa, diseño del puesto y de ambientes psicológicos, pudiendo ser positivos o negativos en términos de un ambiente restaurador y clima laboral organizacional. La productividad, el incremento de las ventas y la competitividad pueden beneficiarse de la identificación de estos factores. Sin embargo, también existen factores psicosociales de riesgo, los cuales son predictivos, con una probabilidad de tener efectos adversos a la salud de los trabajadores, desencadenantes o facilitadores del estrés y la tensión laboral. Afectan la salud física y psicológica; ambigüedad de rol, sobrecarga de trabajo, burnout o desgaste ocupacional, excesos de supervisión, mala comunicación, rotación de turnos, ambientes que producen enfermedades psicosomáticas, accidentes etc. Son algunos factores que pueden restar productividad, éxito en las ventas y competencia organizacional si no se toman en cuenta. Además, existen los riesgos psicosociales laborales, sus consecuencias pueden ser graves en términos de bienestar, psicopatología o psiquiatría; por ejemplo, la violencia en el trabajo (mobbing) o el acoso sexual, comúnmente tratados como estrés o conflictos personales. La presente obra, reúne a un grupo de investigadores de diversos campos de la psicología para resaltar la importancia y pertinencia de estudiar temas como el clima laboral, la psicología de la salud ocupacional, la psicología ambiental, y el contexto social, económico y político que afecta la salud ocupacional en países emergentes como México y muchos otros en Latinoamérica.

Ensayos sobre la autonomía en Bolivia ,2012

Psicopedagogía Pilar Blasco Calvo,2011

Coaching para la efectividad organizacional Andrés Pucheu M.,2016 Este libro entrega herramientas concretas y necesarias en los procesos de coaching, incluyendo la comprensión de los desafíos de la institución con la que se trabaja, el funcionamiento de su estructura y cómo esto se refleja en metas para los distintos roles de sus clientes. Se incluyen una revisión de los problemas habituales, los modelos teóricos y técnicas más utilizadas, ilustradas con ejemplos y ejercicios prácticos, además del contexto organizacional de los procesos de cambio, tanto en las empresas como en el Estado.

Actualizaciones para el Management y el Desarrollo Organizacional Loreto Marchant,2006

Bibliografía peruana ,2003

El modelo de educación relacional Fontán M. Teresa Colén,José Luis Medina,2019-11-04 Este libro nace de la iniciativa conjunta entre la Universidad de Barcelona y el equipo de investigación de la Educación Relacional Fontán (FRE) para construir la sustentación científica del modelo FRE. Parte de la práctica exitosa y la experiencia de más de 25 años de

trabajo en instituciones educativas públicas y privadas, que demuestra su capacidad de ayudar a los estudiantes a construir nuevas opciones reales de calidad de vida en diferentes países. Para dar respuesta a esta tarea un equipo de investigadores pertenecientes al grupo de investigación FODIP (Formación Docente e Innovación Pedagógica) de la Universidad de Barcelona, dirigido por los doctores M. Teresa Colén y José Luis Medina, analizaron el funcionamiento del modelo FRE a partir de la visita que la Dra. Colén realizó a varios centros en Colombia en los que se está implementando este modelo. A partir de esos datos articula las bases científicas del modelo y sus desarrollos prácticos. En El modelo de Educación Relacional Fontán. De la práctica a la teoría, encontrará una sólida sustentación de este modelo, construida por el equipo de la Universidad de Barcelona, que es el resultado del trabajo exhaustivo de revisión de cientos de documentos, videos y entrevistas a estudiantes, padres y madres de familia y educadores, además del análisis de las conclusiones obtenidas de la observación directa en campo. Un modelo que hace realidad el sueño de lograr que millones de estudiantes tengan herramientas reales para mejorar sus posibilidades de calidad de vida y la de otros. Gobiernos, centros educativos, organizaciones no gubernamentales y educadores se han ido sumando. Este libro es una invitación abierta a participar en el logro de este sueño. (Extraído del Prólogo de Julio Fontán García)

Elementos de Análisis ,

Modelo de la Escalera de la Comunicación Asertiva, los escalones que previenen la deserción escolar Skary Armando López Osuna, 2024-05-09
Modelo de la escalera de la comunicación asertiva los escalones que previenen la deserción escolar. Antología y didáctica ofrece un viaje revelador a través de la implementación de una intervención psicopedagógica en una escuela secundaria, donde la lucha contra la deserción escolar se convierte en el escenario para una profunda exploración de la comunicación asertiva. El diagnóstico inicial, tras un breve contexto económico y social, revela deficiencias en la toma de decisiones y habilidades comunicativas entre los estudiantes. La falta de comunicación asertiva es un factor clave en la deserción escolar, por lo que se introduce un modelo de siete pasos —el modelo de la escalera de comunicación asertiva— efectuado a través de talleres. El libro presenta evidencias de que la aplicación del modelo ECA modifica actitudes, promoviendo decisiones más eficaces y una convivencia escolar positiva. Se sostiene que la comunicación asertiva no solo aborda la deserción escolar, sino que también fortalece habilidades sociales cruciales para la participación activa de los estudiantes en una sociedad diversa. El libro documenta así evidencias convincentes de que el modelo no solo modifica actitudes, sino que también promueve decisiones más eficaces y una convivencia escolar más saludable, habilidades necesarias para enfrentar los obstáculos de la vida y participar plenamente en una sociedad plural.

Tratado de estudios organizacionales: volumen 2 Stewart R. Clegg, 2020-03-22
En este nuevo volumen del Tratado de estudios organizacionales, titulado Exploración de las temáticas, continuamos la traducción de The Sage Handbook of Organization Studies (2006), cuya primera parte se publicó en 2017. Al igual que ese primer volumen, esta traducción va

acompañada de comentarios y reflexiones, desde la realidad latinoamericana, que abordan problemáticas tradicionales y contemporáneas; y cuenta, además, con tres nuevos capítulos que complementan las temáticas que se desarrollan en la actualidad en torno al estudio de las organizaciones. Se constituye, entonces, en un aporte al debate sobre cómo construir, desde nuestro contexto local, un lenguaje propio de los estudios organizacionales.

Perspectiva social ,2000

IV Encuentro de Investigadores en Administración de Empresas ,1985

Cambio organizacional sostenible Ruth Arroyo Tovar,Carlos Ernesto Zambrano Cancañón,2024-04-12 «Los escenarios actuales reflejan que lo “único constante es el cambio» Los cambios presentados en las organizaciones en los últimos años han mostrado que las prácticas de gestión han evolucionado hasta romper paradigmas y adaptarse al contexto actual. De esta manera, las organizaciones viven inmersas en procesos constantes de cambio, transformaciones y adaptaciones a la incertidumbre y el caos, determinando sus nuevas necesidades. Esta obra contribuye al logro de la efectividad organizacional mediante la optimización de procesos, el ahorro de recursos y la minimización de los desperdicios en tiempo, recursos humanos y materiales, como estrategia para el crecimiento del desarrollo sostenible. Integra dos pensamientos y metodologías que han dado excelentes resultados por separado: el pensamiento lean y la gestión del cambio. Dirigido a líderes empresariales, gerentes de proyecto, profesionales de recursos humanos y a cualquier persona interesa en mejorar la eficiencia y la adaptabilidad en entornos organizacionales.

Serie memorias de eventos científicos colombianos ,1985

Academia ,2002

Rivista sobre Relaciones Industriales y laborales ,

La investigación en administración pública, hoy ,1998

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Table of Contents Ensayo Sobre Clima Organizacional

1. Understanding the eBook Ensayo Sobre Clima Organizacional
 - The Rise of Digital Reading Ensayo Sobre Clima

- Organizacional
- Advantages of eBooks Over Traditional Books
- 2. Identifying Ensayo Sobre Clima Organizacional
 - 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 Ensayo Sobre Clima Organizacional
 - User-Friendly Interface
4. Exploring eBook Recommendations from Ensayo Sobre Clima Organizacional
 - Personalized Recommendations
 - Ensayo Sobre Clima Organizacional User Reviews and Ratings
 - Ensayo Sobre Clima Organizacional and Bestseller Lists
5. Accessing Ensayo Sobre Clima Organizacional Free and Paid eBooks
 - Ensayo Sobre Clima Organizacional Public Domain eBooks
 - Ensayo Sobre Clima Organizacional eBook Subscription Services
 - Ensayo Sobre Clima Organizacional Budget-Friendly Options
6. Navigating Ensayo Sobre Clima Organizacional eBook Formats
 - ePub, PDF, MOBI, and More
 - Ensayo Sobre Clima Organizacional Compatibility with Devices
 - Ensayo Sobre Clima Organizacional Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Ensayo Sobre Clima Organizacional
8. Staying Engaged with Ensayo Sobre Clima Organizacional
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Ensayo Sobre Clima Organizacional
9. Balancing eBooks and Physical Books Ensayo Sobre Clima Organizacional
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Ensayo Sobre Clima Organizacional
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Ensayo Sobre Clima Organizacional
 - Setting Reading Goals Ensayo Sobre Clima Organizacional
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Ensayo Sobre Clima Organizacional
 - Fact-Checking eBook Content of Ensayo Sobre Clima Organizacional
 - 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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that guarantor is from the effective date until final completion of each xxxx 0 xxx xxx xxxx 0 xxxxxxxx

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