

# Gestión De Recursos Humanos Mc Graw Hill

## Santiago Quijano

*Dirección y gestión de recursos humanos* Luis Puchol,Luis Puchol Moreno,2007-10-20 Este libro ha sido redactado desde una triple perspectiva interdisciplinaria: la de la Picosociología Industrial, la del Derecho del Trabajo y la del Management. Con un estilo fácil y desenvuelto, no exento de humor, el libro aborda los siguientes capítulos: la Función de Recursos Humanos en la empresa. Perspectiva y prospectiva. La planificación de Recursos Humanos. La función de empleo (Procesos aditivos). La compensación. La evaluación del desempeño . La comunicación interna en la empresa. Al final de cada capítulo uno o dos casos relacionados con el tema. Cierra el libro un apartado de fichas referentes a autores, teorías, escuelas organizacionales, etc., mencionadas en el texto y un glosario de los términos psicológicos, jurídicos, económicos empleados en el libro. INDICE: La función de Recursos Humanos en la empresa. Perspectiva y prospectiva. La planificación de Recursos Humanos. Una técnica básica. La función de empleo. Procesos aditivos. La función de empleo. Procesos sustractivos. Formación y desarrollo (F+D). La compensación. La evaluación del desempeño. La comunicación interna. Salud y seguridad laborales.

**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 dirección y gestión de recursos humanos en los gobiernos locales J. Javier Cuenca Cervera,2012-02-10 Obra que estructura el campo de la dirección de recursos humanos desde un punto de vista integrador: Sistemas de estructuración, políticas y estrategias y otros aspectos. Contenido: Presentación // Capítulo 1. La dirección profesional de recursos humanos en los gobiernos locales // Capítulo 2. La dimensión política: lo local como nivel de gobierno // Capítulo 3. El empleo público local: configuracion // Capítulo 4. El empleo público local: entorno jurídico // Capítulo 5. Planificación estratégica de recursos humanos // Capítulo 6. Análisis y descripción de puestos de trabajo // Capítulo 7. Los sistemas de estructuración del empleo público local // Capítulo 8. Los sistemas de estructuración del empleo público local (II) // Capítulo 9. La selección de personal // Capítulo 10. La política retributiva // Capítulo 11. La carrera profesional // Capítulo 12. La gestión del rendimiento // Capítulo 13. Gestión de las relaciones laborales // Capítulo 14. Políticas avanzadas de recursos

humanos en los gobiernos locales. // Referencias bibliográficas.

*Manual de recursos humanos* Daniel Patricio Jiménez,2007-10-26

*Gestión de recursos humanos: guía de estudio* María J. Becerra Alonso,2020-08-05 La asignatura Gestión de Recursos Humanos es una asignatura integradora, en tanto la GRH en la actual práctica empresarial cubana contempla la Ingeniería de Métodos (Organización del Trabajo), la Seguridad y Salud del Trabajo, la Ergonomía, y el Estudio de Tiempos, que como asignaturas se impartieron en años anteriores de la carrera. Y es necesario que los estudiantes no la perciban de manera estática, sino en su gran dinamismo funcional dictado por su objeto esencial que es el capital humano.

**Administracion de Empresas. Profesores de Enseñanza Secundaria. Volumen II. E-book**,2003-06-24

La gestión de recursos humanos en el centro de la responsabilidad social de las organizaciones María Isabel Sánchez

Hernández,2022-06-20 Este ejemplar incluye reflexiones y resultados de investigación de la autora, académica y miembro de la Cátedra Iberdrola de Ética Económica y Empresarial, sobre el papel protagonista de la dirección del capital humano en la sostenibilidad de las organizaciones. La hipótesis global gira en torno a la idea de que las personas debieran ser consideradas como la clave de bóveda del Management porque su adecuada gestión es la condición de posibilidad para que las organizaciones, en general, y las empresas en particular, estén en condiciones favorables para alcanzar la sostenibilidad de su proyecto organizativo y su permanencia en el concierto social y en el mercado. El texto está dividido en dos partes sutilmente diferenciadas. Primero se presentan los fundamentos de la disciplina ofreciendo el marco conceptual necesario para llegar al capítulo quinto, donde el discurso cambia, y se presentan las líneas de investigación y los resultados publicados en revistas científicas consideradas de referencia, de forma directa y concreta, en un ejercicio de transferencia del conocimiento generado. Estamos seguros de que un espectro amplio de potenciales lectores, entre investigadores, docentes y alumnos universitarios, pero también profesionales de la empresa y la gestión, habrán de encontrar en esta obra un contenido estimulante intelectualmente que bien pudiera servir de pauta para ser replicado por parte de quien pueda verse en situación de divulgar la investigación realizada a lo largo de los años en un todo coherente dotado de significado, para la academia y para la sociedad.

**Manual de instrumentos de gestión y desarrollo de las personas en las organizaciones** Federico Gan

Busto,Jaume Triginé I Prats,2010-04-05 Esta obra ofrece un centenar de propuestas y soluciones para múltiples aspectos de la vida empresarial en los que el protagonismo reside fundamentalmente en las personas. Cada instrumento incluye una presentación, su finalidad, soluciones e informaciones que ofrece, posibles acciones de implementación, e indicadores de calidad para su uso. Directivos, managers, responsables de equipos, ámbito de recursos humanos y formación, comunicación interna, además de profesores, formadores, consultores son sus usuarios, así como estudiantes de Master de RRHH, MBA, EMBA. INDICE: Planificación de las necesidades del personal. Análisis y descripción de puestos de trabajo. Valoración de

puestos de trabajo. Selección de personal. Plan de acogida. Formación. La identificación del potencial y la promoción interna. Evaluación del desempeño individual. Comunicación interna. Motivación, Gestión del estrés, Gestión del tiempo, etc.

## **DIRECCIÓN DE RECURSOS HUMANOS Y CONSULTORÍA** Santiago Quijano,2006-10-20

**Remuneración, retribución y motivación de vendedores** Agustí Casas Romeo,2002 La contraprestación por el trabajo. La estructura distributiva. La motivación. El papel del reconocimiento.

## **Manual de dirección y gestión de recursos humanos en los gobiernos locales ,**

*Gestión de personas* Miquel Porret Gelabert,2010-05-27 La obra recoge los aspectos actuales en la materia y lo hace desde una perspectiva moderna de lo que es la dirección y gestión de las personas en la empresa, procurando mantener un equilibrio entre la Psicología del Trabajo, el Derecho Laboral y la Organización de Empresas que confluyen indisolublemente en esta disciplina. El tratamiento que se le da es suficientemente descriptivo y gráfico para lograr una rápida comprensión de los temas que se exponen, convirtiendo a este manual en una guía práctica para los profesionales con responsabilidad sobre otras personas en el ámbito del trabajo, para los investigadores y técnicos del factor humano y, por supuesto, para los estudiantes tanto de las universidades como para los de las escuelas de negocios. El libro está constituido por dos partes. La primera trata lo que podríamos denominar la columna vertebral de la materia, estudiando la manera en que afecta la composición de las organizaciones al comportamiento de las personas que desarrollan su actividad en ellas con especial referencia a las estructuras organizativas, a los grupos y a la motivación; el liderazgo en sus variados aspectos actuales, enfoques y teorías; la selección de las personas desde el punto de vista social y técnico, así como la formación y desarrollo profesional en la empresa combinando enfoques tradicionales con los más actuales, la valoración del capital humano y de los puestos de trabajo visto como herramienta que persigue la eficacia de las personas y, por último, las compensaciones salariales y sus diversas formas de incentivar de manera equitativa a los empleados. La segunda parte, está constituida por aquellos capítulos cuyas materias se encuentran sometidas a una constante revisión en las ciencias del comportamiento y que podemos calificar de complementarios a los anteriores, siendo: la competitividad de las personas, la adaptabilidad al trabajo, el conflicto y la comunicación y, finalmente, el control social de las organizaciones. Se puede afirmar que por la variedad de temas que trata y aspectos que estudia, es una obra completa en su especialidad. Índice: Las organizaciones y las personas &● Los grupos y la motivación &● El liderazgo &● Reclutamiento y selección &● La formación &● La valoración del personal y la valoración de las tareas &● La retribución &● La competitividad del factor humano &● La adaptabilidad del factor humano &● El comportamiento organizacional &● El conflicto organizacional y la comunicación &● Prevención, control y visión social de las organizaciones.

*Managing Human Resources in Latin America* Marta Elvira,Anabella Davila,2007-05-07 In addition to providing the reader with a thorough overview of the trends in HR strategies and practice and the challenges faced by HR executives in

Latin America, this book also explores cultural issues critical to conducting business and understanding human resource management in this region. Structured in two distinct parts, Davila and Elvira's comprehensive book moves from a general overview of the economic, managerial and leadership styles found in Latin America to the current status, role and importance of the HR function in a variety of country-specific chapters including Argentina, Brazil, Chile, Mexico, Central America and Panama. Expert scholars from the region and abroad highlight how regional characteristics affect HRM practices according to the particular development of each country, and country specific chapters focus on: aspects of key institutional determinants of HRM practices (such as laws, politics, economy) the current status, role and importance of the HR function in most firms review practices including pay, staffing and labour relations trends for the near future. Written from a Latin American perspective, and by contributors with interdisciplinary backgrounds, it features topical, original research and forms an essential component of the Global HRM series, complementing the other texts. Using up-to-the-minute case studies, this text is invaluable reading for academics, students and practitioners of HRM, personnel management and international business alike.

*Estrategias de captación de la voluntad popular en las elecciones de 2004* Manuel Matos Moquete, 2007 Con esta obra su autor, Matos Moquete, procura aproximarse a la comprensión del proceso mediante el cual los principales candidatos a la presidencia de la república, en el año 2004, lograron, cada uno a su nivel, la captación de la voluntad popular de los dominicanos para que depositaran el voto en las urnas.

### **Investigacion en Administracion en America Latina ,**

**Handbook of Research on Increasing the Competitiveness of SMEs** Perez-Uribe, Rafael,Ocampo-Guzman, David,Salcedo-Perez, Carlos,Piñeiro-Cortes, Lorena,Ramirez-Salazar, Maria Del Pilar,2019-12-06 Countries have been competing against each other in order to attract financial investment and human capital for decades. However, emerging economies have a long way to go before they achieve the same levels of competitiveness as a developed economy. Lack of firm institutions, inadequate infrastructure, and a lack of trust in the legal system are urgent and unavoidable factors that emerging economies must address. The Handbook of Research on Increasing the Competitiveness of SMEs provides innovative insights on integrating, adapting, and building models and strategies compatible with the development of competitiveness in small and medium enterprises in emerging countries. The content within this publication examines quality management, organizational leadership, and digital security. It is designed for policymakers, entrepreneurs, managers, executives, business professionals, academicians, researchers, and students.

### *Conciliar Vida Profesional Y Personal* Martha Alicia Alles,2010

**Gestión de recursos humanos en empresas turísticas** GARCÍA ISA, ISABEL,2013-01-01 La Dirección de Recursos Humanos juega un papel estratégico para alcanzar los objetivos programados por las organizaciones empresariales. Es

especialmente importante cuando se trata de entidades pertenecientes al sector servicios. Por ello, el objetivo principal de este libro es ofrecer al lector una obra de consulta basada en la experiencia cotidiana que le permita aproximarse a la gestión de los recursos humanos en empresas turísticas. El libro da respuesta a la asignatura de Gestión de Recursos Humanos en empresas turísticas, de cuarto curso de la titulación universitaria de Turismo. Así mismo, puede suponer una herramienta bibliográfica valiosísima para los profesores y los alumnos de los Ciclos Formativos de grado superior de la familia de Hostelería y Turismo que en su diseño curricular cuenten con módulos de gestión de recursos humanos y de dirección de equipos en cocina, servicios y empresas de alojamiento. Además, la base teórica del libro se complementa en cada capítulo con actividades, supuestos y simulaciones finales, además de ofrecer un modelo de referencia y actuación a los presentes y los futuros responsables de la Dirección de Recursos Humanos en las empresas turísticas.

### **Actualizaciones para el Desarrollo Organizacional** Loreto Marchant Ramírez,2005

*Cómo Gestionar Y Planificar Un Proyecto en la Empresa* 'Daniel Mateo Campoy',2010-08-13 Todo emprendedor, empresario y directivo que desee realizar una gestión eficaz de un negocio debe contar con las herramientas necesarias que le permitan tomar decisiones adecuadas. La planificación al servicio de la gestión de empresa es un documento que permite al empresario definir objetivos, y establecer estrategias y líneas de actuación para minimizar los riesgos inherentes a la vida diaria de su negocio, en suma, le permite gestionar su negocio de manera eficaz. Con este manual, que Ideaspropias Editorial le presenta, el lector podrá conocer las herramientas necesarias para poder desarrollar un proyecto nuevo dentro de una empresa ya existente. Los contenidos que se recogen en este material didáctico son: la aproximación a la gestión de proyectos empresariales, el nacimiento del proyecto, la planificación del proyecto empresarial, el desarrollo del proyecto empresarial, y los criterios de valoración y evaluación de proyectos empresariales.

### Reviewing **Gestion De Recursos Humanos Mc Graw Hill** : Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "**Gestion De Recursos Humanos Mc Graw Hill** , " an enthralling opus penned by a highly acclaimed wordsmith, readers set about an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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### Gestion De Recursos Humanos Mc Graw Hill Introduction

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