

Les *topos*

La gestion des ressources humaines

Loïc **CADIN**
Francis **GUÉRIN**

4^e édition

DUNOD

Livre Gestion Des Ressources Humaines Dunod

Alain Gavand



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L'essentiel de la Gestion des ressources humaines - 4e éd. Pascal Moulette, Olivier Roques, Luc Tironneau, 2024-06-05

Sous la forme de fiches claires et synthétiques cet ouvrage présente les 39 concepts essentiels de la gestion des ressources humaines articulés autour de huit grands axes : L'introduction la GRH L'acquisition des RH La stimulation des RH Le développement des RH Les conditions de travail L'information et les relations sociales Les aspects psychologiques de la RH La gestion des situations particulières Cette 3e édition complètement remaniée intègre les nouvelles lois Macron et est enrichie de deux fiches Cet ouvrage est un outil indispensable pour retenir l'essentiel et réviser facilement et réussir les examens

Gestion des ressources humaines Claude Blanche Allègre, Anne Elisabeth Andréassian, 2008-10-07 Cet ouvrage donne une approche précise des fonctions et processus RH ainsi que de leurs outils et instruments méthodologiques Actualisé aux dispositifs législatifs français au 1er semestre 2008 il aborde des sujets tels que la GPEC et ses instruments la gestion des effectifs la valuation le knowledge management et le e learning le kaizen l'Employee Assistance Program Il étudie les aspects financiers de la gestion du coût salarial ainsi que les méthodes de rémunération d'un point de vue général et pratique Il est complété d'exercices corrigés d'un index et d'une table des matières soignée avec des titres synthétiques La fonction RH joue un rôle stratégique dans le domaine de l'anticipation de l'adaptation et du pilotage des ressources humaines En même temps elle est soumise une injonction paradoxale elle doit trouver un équilibre satisfaisant entre le coût du travail qui oblige une logique financière et une rémunération efficace pour valoriser les compétences des collaborateurs Le fil conducteur de cet ouvrage soutient l'hypothèse que les ressources humaines forment un capital immatériel source de création de valeur et que la fonction RH remplit les missions qui vont développer l'intelligence collective moteur essentiel de l'adaptabilité et de la performance de l'entreprise L'ouvrage s'adresse principalement aux étudiants en gestion des ressources humaines de L3 M1 et M2 Il intéressera également les praticiens d'entreprise en leur offrant une approche précise synthétique et actualisée de la GRH 100 fiches pour comprendre la gestion Mounia Benabdallah, 2025-04-10 Face des défis croissants les entreprises grandes ou petites doivent naviguer dans un univers complexe exigeant flexibilité stratégie et innovation 100 fiches pour comprendre la gestion dirigée par une experte reconnue en sciences de gestion et enseignante en management stratégie et marketing l'Université de Toulon est le guide indispensable pour appréhender les fondamentaux de la gestion tout en s'armant des outils nécessaires à l'action Ce livre propose une approche structurée et accessible 100 fiches thématiques pour explorer des concepts clés tels que la stratégie l'innovation la gouvernance ou la gestion des risques un équilibre entre théorie et pratique des exemples concrets des analyses stratégiques et des outils adaptés des contextes variés une perspective contemporaine les enjeux actuels comme la digitalisation la durabilité et les innovations managériales Organisé autour de dix grandes thématiques notamment la stratégie les ressources humaines le marketing la logistique et l'entrepreneuriat cet ouvrage répond aux attentes des étudiants professionnels et curieux cherchant à élargir leurs connaissances et compétences en gestion d'entreprise Explorez apprenez et

devenez acteur du changement dans le monde des affaires **Le grand livre du recrutement** Alain Gavand, 2025-06-19

POUR UN RECRUTEMENT PERFORMANT ET SOCIALEMENT RESPONSABLE Dans un contexte de p nurie de comp tences de mutations conomiques technologiques sociologiques et r glementaires mesurer l impact de ces volutions sur le recrutement est d sormais un im **La gestion des ressources humaines** Loïc Cadin, Francis Guérin, 1999 La Gestion des Ressources Humaines est le plus souvent abord e en termes instrumentaux comment faire selon un plan reprenant invariablement ses principaux actes recrutement r mun ration appr ciation et d veloppement des ressources humaines Cet ouvrage s efforce d initier la discipline partir de quelques mises en question qui am nent s interroger sur ses fondements Formul es comme des dilemmes elles permettent de proposer des points de rep re sous forme d id 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 soci tal dans lequel elle s exerce les auteurs ont ici privil gi une approche du domaine contingente plus que normative **Pro en Ressources humaines** Jean-Christophe Debande, 2020-06-03 Tous les outils et plans d action pour ma triser la fonction RH Vous souhaitez ma triser les principaux l ments d une gestion efficace des ressources humaines Vous cherchez vous mettre jour des derniers outils et volutions juridiques D couvrez dans cette dition jour des volutions juridiques et administratives 73 outils et 14 plans d action pour Optimiser le recrutement et la gestion des comp tences Mener les transformations Am liorer la communication en interne Piloter le dialogue social et les n gociations Retrouvez galement 9 ressources num riques t l charger La collection Pro en propose des ouvrages pratiques permettant de consolider ses comp tences professionnelles gr ce un tour complet des outils propres au m tier et des plans d action qui mettent le lecteur en situation de mobiliser concr tement dans son quotidien professionnel ce qu il a appris du m tier 73 modules Outil pr sentent agr ment s de sch mas ou matrices tous les outils essentiels sp cifiques du m tier une d finition ou description de l outil les b n fices de son utilisation un exemple d application les pi ges viter 14 Plans d action pr sentent l int r t du plan d action les actions prioritaires mener des encadr s informatifs des clairages d expert des apports novateurs pour mettre jour ses comp tences m tier un cas d entreprise pour illustrer le plan d action les crit res de r ussite du plan d action

Aide-mémoire - Ressources humaines - 3e éd. Caroline Diard, Emmanuel Baudoin, Sylvie BERTHET, 2022-03-02 Cet aide m moire est un cours synth tique sur la gestion et le management des Ressources humaines dans les entreprises Il offre des cl s de compr hension et d analyse dans les domaines de la gestion administrative du personnel et de la paye du recrutement de la formation et du d veloppement des comp tences de la r mun ration de la conduite des entretiens individuels et de la gestion de la performance de la n gociation sociale de la sant et de la s curit de la transformation digitale de la fonction RH et des modes de travail mergents de la gestion de crise et du management Cette 3e dition revue et jour des derni res volutions r glementaires int gre de nouveaux l ments sur les acteurs de la sant au travail l volution des modes de travail ainsi que des r flexions sur le management des quipes en p riode de crise et d apr s crise Management des organisations - 5e éd.

Jean-Michel Plane, 2019-04-17 Cet ouvrage présente le management des hommes et des structures dans les entreprises aujourd'hui. L'approche est transversale car commune aux domaines du marketing, de la stratégie de la gestion de production. Chaque chapitre est complété de plusieurs cas d'application. Cette 5^e édition mise à jour propose de nouveaux développements et met un accent tout particulier sur la théorie du leadership et la théorie néo-institutionnelle. Innovative Recruitment and Retention for Employee Empowerment Walters, Annette G., 2024-12-23 In order to remain competitive organizations must adapt their recruitment and retention strategies as the business landscape evolves. This may require reevaluating traditional methods and embracing new approaches that align with the changing needs and expectations of candidates and employees. By embracing change and adopting a proactive mindset organizations can create a more effective and efficient recruitment and retention process. Organizations need to employ innovative methods to attract talent and to retain them. This may involve utilizing artificial intelligence and data analytics to streamline the recruitment process, implementing personalized employee development programs to enhance retention, or leveraging employer branding to create a compelling value proposition for potential candidates. Businesses and organizations must continue to stay up to date on the latest trends and technologies in talent acquisition as well as continuously evaluate and improve existing processes. Innovative Recruitment and Retention for Employee Empowerment explores strategies for effective employee recruitment and retention. It offers solutions to address the challenges of organizational employee engagement. This book covers topics such as employee engagement, talent management, and workplace culture and is a useful resource for business owners, managers, data scientists, engineers, academicians, and researchers. *HUMAN RESOURCES MANAGEMENT AND ADMINISTRATION* Gutu Kia Zimi PhD, 2025-02-25 Resource management is a series of processes and techniques used to ensure that you have all the resources needed to successfully complete a project or achieve business objectives. It also aims to optimize the use of these resources by eliminating waste for more profits. The mission of the Human Resources function is to ensure that the organization has the personnel necessary for its operation and that these personnel do their best to improve the performance of the organization while developing themselves. Effective resource management is essential to protect, support, and use the company's most valuable asset to its strategic advantage. Implemented correctly, an optimal resource management strategy can increase efficiency, improve profit margins, and positively impact customer and employee satisfaction. *Mesurer la performance des ressources humaines* David Autissier, Blandine Simonin, 2011-07-07 Cinquième de la collection Les baromètres de la performance, cet ouvrage propose aux dirigeants d'entreprise, responsables RH, contrôleurs de gestion et consultants une méthode inédite et outillée pour mesurer la performance de la fonction ressources humaines et son évolution dans le temps. Grâce à cet ouvrage, le lecteur sera capable de répondre aux questions suivantes : la fonction ressources humaines est-elle bien dimensionnée ? la fonction ressources humaines coûte-t-elle trop cher ? la fonction ressources humaines sait-elle répondre aux besoins stratégiques de l'entreprise ? la fonction ressources humaines sait-elle traiter les nouvelles demandes des salariés ?

Bâtir une stratégie de rémunération - 4e éd. Bernard Roman, 2025-01-08 Enjeu central de la gestion des ressources humaines la rémunération constitue le levier majeur de la performance au carrefour de plusieurs problématiques stratégiques d'entreprise : marché du travail, coûts, équilibres sociaux ou réglementations. Mais comment faire de la rémunération un outil au service de la stratégie de son entreprise ? Comment l'analyser au mieux pour la faire évoluer et la rendre plus efficace, plus cohérente et mieux équilibrée ? Entièrement refondue, maillée d'exemples et de cas d'entreprise, cette 4e édition met en lumière le rôle crucial des politiques de rémunération dans la performance de l'entreprise. Elle approfondit notamment la question du partage de la valeur et celle de la notion de salaire d'attente tout en considérant leurs enjeux dans les débats macroéconomiques sur la croissance et l'emploi. Incontournable, cet ouvrage a déjà séduit plus de 5 000 spécialistes dirigeants, DRH, responsables RH, consultants et étudiants en ressources humaines.

Le recrutement, la sélection et l'accueil du personnel, 2e édition François Bernard Malo, 2020-01-09 T00:00:00-05:00 Parmi toutes les pratiques de gestion des ressources humaines, GRH, la dotation est l'une de celles où le savoir-faire et le savoir-être sont au moins aussi importants que les connaissances. Pour développer ces deux premiers aspects, rien ne vaut la mise en pratique des théories apprises afin de poser un regard critique sur celles-ci. Le recrutement, la sélection et l'accueil du personnel, 2e édition est l'un des seuls ouvrages francophones écrits dans le but d'offrir une collection d'outils concrets pour l'apprentissage de la dotation. De la planification de la procédure d'embauche à l'accueil et l'intégration des nouveaux employés en passant par le recrutement et la sélection, chaque étape du processus de dotation est couverte par le biais de questions de réflexion, de mises en situation, d'exercices, d'exemples, d'outils et de références bibliographiques. Cette deuxième édition en plus de comporter une mise à jour d'une partie de ce matériel pédagogique inclut une nouvelle section portant sur le processus de résolution des problèmes complexes. *Icare RH* : Utile pour déterminer un problème de ses causes et de ses conséquences, cette méthode permet également de présenter schématiquement l'ensemble des réflexions et des pistes d'action envisageables pour faire face des défis complexes comme ceux qui composent les mises en situation présentées dans ce manuel. L'enseignant pourra utiliser cette panoplie d'instruments pour dynamiser son enseignement en classe. Le professionnel en GRH trouvera quant à lui dans ce livre une source d'inspiration pour créer ses propres outils de recrutement, de sélection et d'accueil du personnel. Enfin, le gestionnaire d'une PME/PMI ne pouvant bénéficier de l'aide rapprochée d'un professionnel des RH s'en servira comme point de départ pour développer ses compétences en la matière.

Livres de France, 2005 Sales Management Paolo Guenzi, Susi Geiger, 2017-09-16 *Sales Management* offers a global perspective on the opportunities and issues facing today's sales managers. Current textbooks have failed to move beyond the US context. *Sales Management* provides unique access to European and international experts with globally relevant case studies.

, Fonctions RH Maurice Thévenet, Cécile Dejoux, Éléonore Marbot, Étienne Normand, Anne-Françoise Bender, 2009-01-23 *Fonctions RH* offre une initiation globale, dynamique et actuelle à la gestion des ressources humaines.

La boîte à outils du Consultant - 2e éd. Patrice Stern, Jean-Marc Schoettl, 2024-04-03 Fidèle la

structure de la collection La Boîte à outils du consultant comprend 6 dossiers correspondant chacune des 6 tapes d'une mission de conseil : la proposition, le recueil d'informations, l'analyse du problème et le diagnostic, la recherche de solutions, la présentation des recommandations et l'accompagnement du changement. Les outils et méthodes correspondant ces tapes sont développés sur 2 ou 4 pages et intègrent une présentation visuelle, l'essentiel en français et en anglais, les conseils, les avantages et les précautions à prendre. Certains outils sur 4 pages sont complétés par un cas concret d'entreprise. Les deux derniers dossiers abordent les aspects essentiels de la gestion de la relation avec le client et de la gestion du cabinet du consultant. Cette édition est enrichie de vidéos qui présentent les outils en situation. Elles permettent au lecteur de se préparer à l'utilisation de ces outils et apportent sur leur usage un éclairage concret.

The Study of Public Management in Europe and the US Walter Kickert, 2007-12-05 This book presents an overview of the scientific study of public management gathering together some of the most authoritative experts in this area of study in Europe and the United States writing specifically about their respective countries. These essays seek to present the national distinctiveness of the study of public management in the context of specific state administration. This book goes further than some previous books concerning public management by highlighting the underlying differences between Europe and the United States and amongst European countries in relation to their particular political administrative circumstances. The aim of this book is to establish a dialogue between Anglo-American and European approaches to public management to encourage readers to see their own national ideas and practices in contrast to others and foster learning by asking repeatedly compared to what.

L'entreprise disruptée Emmanuelle Blons, 2019-01-16 Impossible de passer à côté tant le sujet est au centre de toutes les préoccupations : l'intelligence artificielle va tout changer, commencer par les entreprises. Mais ce changement ne va pas seulement concerner la transformation digitale, il va ouvrir de nouveaux horizons qui vont impacter les métiers, transformer les schémas organisationnels, les pratiques professionnelles, en particulier les méthodes de management. Pour l'entreprise, l'intelligence artificielle, c'est la promesse de disrupter les pratiques, générer de nouveaux espaces de valeurs et optimiser l'existant. Pour les collaborateurs, c'est la promesse de finir avec les tâches à faible valeur ajoutée et la possibilité d'avoir des métiers plus riches et plus créatifs.

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