



Jacques Igalens
Jean-Marie Peretti

Audit social

Meilleures pratiques, méthodes, outils

EYROLLES

Audit Social Meilleures Pratiques Meacutethodes Outils

Alain Gavand



Audit Social Meilleures Pratiques Meacutethodes Outils:

Audit social Jacques Igalens, Jean-Marie Peretti, 2011-07-07 25 ans après la parution du premier ouvrage sur l'audit social les p res fondateurs des m thodologies d audit social en France font un point complet sur les pratiques les m thodes et les outils de l audit social et de la responsabilit sociale de l entreprise En quoi consiste un audit social Quelles sont les pratiques d audit social observ es dans les entreprises Quelle d finition donner de l audit social Quels sont les outils les plus fr quemment mis en oeuvre Comment auditer la Gestion des Ressources Humaines Comment valuer les missions de la fonction RH les process RH Quelle est la performance sociale de votre entreprise Qu est ce que la RSE Responsabilit Sociale de l Entreprise Au travers de 2 cas concrets comment valuer la RSE au sein d une entreprise Quel rapport a l audit social avec ce que l on appelle la notation extra financi re Qui sont les auditeurs sociaux Comment valuer leurs comp tences Quels sont les crit res de certification et le code de d ontologie des auditeurs sociaux Gr ce cet ouvrage l audit social est mis la port e de tous les praticiens RH soucieux d associer performance sociale et performance conomique au sein de leur entreprise Un excellent ouvrage de formation pour tous les auditeurs et les professionnels RH Audit social Jacques Igalens, Jean-Marie Peretti, 2016 *Audit social* Jean-Marie Peretti, Jacques Igalens, 2016-03-31 Les p res fondateurs des m thodologies d audit social en France font un point complet sur les pratiques les m thodes et les outils de l audit social et de la responsabilit sociale de l entreprise En quoi consiste un audit social *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 volution sur le recrutement est d sormais un im *Sustainability Accounting, Management Control and Reporting* Pierre Baret, Lucrezia Songini, Anna Pistoni, 2022-08-08 Sustainability Accounting Management Control and Reporting A European Perspective traces a picture of innovative performance measurement tools and approaches to drive organizations to implement their shared value and sustainability strategy considering different perspectives around accounting managerial control and reporting In recent years organizations managing their responsible approach with relevance and pressure from stakeholders and regulations has proven to be a major challenge During the first two decades of the 21st century many companies have reached a real maturity in this area and have deployed coherent responsible approaches that are integrated into their overall strategy It is now a matter of steering these responsible approaches from an accounting and managerial standpoint but also of reporting on them It requires the simultaneous use of comprehensive accounting controlling and reporting tools This book provides an innovative perspective on sustainable management control comprehensive accounting and integrated reporting presenting the most recent proposals and the main critical issues Aimed at researchers academics managers business leaders and advanced students the book will be especially valuable to those in the fields of corporate social responsibility strategic management and accounting **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 réviser facilement et réussir les examens

Efficacité organisationnelle et performance sociale Adnane Belout, Simon L. Dolan, Martine Guidoni, 2017-09-01 Les managers de demain sont condamnés à allier action vision et leadership ainsi qu'à concilier rentabilité performance sociale et bien-être Plus que jamais ils ont besoin d'une vue d'ensemble globale de leur milieu socio-économique d'outils pratiques de gestion et de mesure Cet ouvrage présente les dix leviers nécessaires à une meilleure efficacité organisationnelle et gestion sociale Pratique il inclut des questionnaires et indicateurs présente des mesures et recommandations et offre une panoplie d'exemples d'actualité traitant les concepts sous-jacents aux analyses et recommandations proposées S'adressant aux cadres dirigeants des entreprises experts en gestion et consultants en quête de solutions pragmatiques et désireux parfaire leurs connaissances en management du capital humain Efficacité organisationnelle et performance sociale leur donne un cadre de travail et d'intervention précis une vision structurée et un fil conducteur rigoureux suivre

Tous solidaires Jean-Marie Peretti, 2013-12-13 La solidarité considérée comme le service de complémentarité pour les entreprises L'individualisation des pratiques de GRH depuis 30 ans a exacerbé la compétition et la recherche des performances individuelles entraînant le recul des pratiques solidaires dans le monde du travail et favorisant la poussée des risques psychosociaux L'entreprise est pourtant le monde de la solidarité ses performances dépendent fortement de la solidarité et de la confiance entre les salariés Conscientes de cette contradiction grandissante beaucoup d'entreprises étudient les moyens d'intégrer des objectifs de solidarité dans leurs politiques et pratiques RH tous les niveaux travers par exemple le tutorat le mentorat les binômes génériques les arrondis solidaires l'intéressement collectif la job rotation le co-développement les ateliers participatifs les réseaux sociaux internes Un large ventail de réflexions d'expériences de pratiques et d'outils sont ainsi rapportés dans cet ouvrage Enjeu de responsabilité sociale tout autant que le service de complémentarité le développement de la solidarité au sein de l'entreprise dessine notre vivre ensemble de demain Sous la direction de Jean-Marie Peretti professeur à l'ESSEC Business School et à l'IAE de Corse cet ouvrage réunit les contributions et témoignages de 91 dirigeants praticiens militants associatifs experts et enseignants chercheurs Chaque thème est traité par les auteurs avec leurs vécus leurs sensibilités leurs approches personnelles contribuant ainsi à construire un ouvrage riche et vivant

[Ressources Humaines](#) Jean-Marie Peretti, 2022-04-19 Le manuel de référence 80 000 exemplaires vendus Le livre de référence parfaitement jour Une vision concrète et prospective de la discipline RH au plus près des besoins des entreprises et des étudiants Toutes les dernières évolutions réglementaires le contrat de sécurisation professionnelle le contrat d'engagement

jeune le t l travail etc Les approches et tendances RH actuelles l apprenance l exp rience collaborateur onboarding la gestion des talents le pilotage de la transformation la conduite du changement la digitalisation et l essor de l IA etc Des d veloppements in dits suite la crise sanitaire le travail hybride le flex office le droit la d connexion le bien tre au travail l impact de la fonction RH contribution au d veloppement durable responsabilit soci tale performance extrafinanci re etc Plus de 160 exemples d entreprises LVMH Danone L Or al Engie Orange Michelin Cr dit Agricole Veolia Renault Auchan FDJ Publicis Herm s Pierre Fabre

Manager la responsabilit sociale de l'entreprise Jean-Pascal Gond, Jacques Igalens, 2012 A partir du cas embl matique de Danone l objectif de cet ouvrage est de proposer le traitement concret du d ploiement d une strat gie de Responsabilit Sociale de l Entreprise dans toute l organisation Comment int grer de nouveaux principes de nouvelles pratiques dans des fonctions telles que les approvisionnements la finance le contr le de gestion la production le marketing la distribution et bien s r la communication Tels sont les d fis que pose la RSE au management et auxquels les auteurs de ce livre proposent des r ponses

L'audit social Martine Combemale, Jacques Igalens, 2005-11-10 L audit social tait jusqu ici l audit de la gestion des ressources humaines il devient galement l audit de la responsabilit sociale des entreprises Dans une conomie mondialis e les missions d audit social s largissent l auditeur effectue son travail l chelle de la plan te ce qui fait de cette discipline l une des branches les plus vari es et les plus cr atives de l audit op rationnel La d marche intellectuelle de l auditeur les comp tences n cessaires pour devenir auditeur social sont galement plac es sous le signe d un profond renouvellement Enfin de nouveaux acteurs font leur apparition du c t des clients de l audit les administrations les h pitaux les associations demandent des audits sociaux comme du c t des auditeurs les ONG sont pr sent des partenaires incontournables

Responsabilit sociale des entreprises, mirage ou r alit? Mustapha Bettache, 2015-09-11 T00:00:00-04:00 Responsabilit sociale des entreprises RSE Un th me de r flexion de recherche d enseignement et une source d inspiration pour les entreprises soucieuses d inscrire leurs activit s dans la durabilit Deux voies propos es Inscrire l action des entreprises en conformit avec des normes n goci es internationalement et rendre les entreprises imputables envers les communaut s et les soci t s qui les entourent Prise en compte par les entreprises des int r ts de l ensemble des parties prenantes tout en recherchant une performance au triple plan conomique social et environnemental Mais La responsabilit sociale des entreprises ne serait elle pas un nouveau mode de gouvernance du capitalisme en qu te de l gitimit dans un contexte de contestation de la mondialisation n olib rale et de ses r percussions n gatives sur le plan tant social accroissement des in galit s qu environnemental d gradation des conditions environnementales Le r le de l tat de servir le bien collectif en exer ant son pouvoir d intervention l gislative ne serait il pas antinomique avec un pouvoir revendiqu d autor gulation des grandes entreprises Et si Les exp riences d conomie sociale pouvaient repr senter une solution de rechange cr dible Une action citoyenne organis e pouvait faire face l irr versibilit possible de certaines cons quences des actions humaines Mirage ou r alit

Tous vertueux Jean-Marie Peretti, Collectif - Editions

d'Organisation, 2011-07-07

D finir la vertu dans l'entreprise

Identifier les comportements vertueux

Développer les logiques vertueuses

S'inspirer des meilleures pratiques

La confiance profonde des salariés et du grand public

Le regard des dirigeants considérés comme non vertueux

La crise mondiale qui apparaît largement comme la conséquence de comportements cupides appellent une réflexion sur la notion de vertu

Cette interrogation n'est pas seulement éthique loin d'être opposée la notion d'efficacité

La vertu constitue une solution d'amélioration du management et des rendements de l'entreprise

Il s'agit de penser différemment le développement des comportements vertueux de tous les salariés pour en faire une source de richesse

L'objectif de Tous vertueux est de contribuer à la réflexion des dirigeants et des DRH sur les pratiques favorables au développement de comportements vertueux qui conditionnent la performance durable des organisations

Les 30 contributions proposées permettent ainsi d'imaginer une refondation de la gouvernance des entreprises et des pratiques managériales sur des normes et des conduites éthiques

Les auteurs

Sous la direction de Jean Marie PERETTI Jean Remy ACAR Alain AKANNI Olivier BACHELARD Laurent BIBARD Denis BOUILLON Frank BOURNOIS Jacques BOUVET Luc BOYER Françoise de BRY Isabelle CADET Jacques CHAIZE Amélie COLOMB Marie Hélène CUENOT Richard DELAYE Amandine DESLANDES François DUVERGE Jos FELIX Mireille FESSER BLAESS Corinne FORASACCO Anne Marie FRAY Soufyane FRIMOUSSE Christian GOUX Alexandre GUILLARD Jacques IGALENS Philippe JACQUINOT Michel JORAS Michel LOCHON Nathalie MALAN MANIGNE François MANCY Yves MASSOT Samuel MERCIER Philippe MOISSON Marc MOREAU Jacques ORSONI Aline PAJOLEC Dominique PATUREL Arnaud PELLISSIER TANON Jean Marie PERETTI Youri Nikolaevich POPOV Christian PRAT dit HAURET Bernard PROUX Lionel PRUD'HOMME Alain ROGER Josse ROUSSEL Aline SCOUARNEC Robin SAPPE François SILVA Nathalie TESSIER Olivier THERON Maurice THEVENET Yvon TOUIL Anne Marie de VAIVRE Dominique VERCOUTRE Jean Luc VERGNE Michel VINCENT Catherine VOYNET FOURBOUL Florence WENGER Thierry WIEDEMENAN GOIRAN

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

Maxi Fiches - Gestion des ressources humaines - 3e éd. Pascal Moulette, Olivier Roques, Luc Tironneau, 2019-04-17

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

gre 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

La boîte à outils du Management - 2e éd. Patrice Stern, Jean- Marc Schoettl, 2013-06-05

Comment s'approprier son rôle de manager et s'améliorer Comment gérer le face à face fixer des objectifs valuer la performance détecter l'incident critique Comment animer et motiver son équipe anticiper et conduire les changements mieux structurer ses activités assumer l'autorité de sa hiérarchie Comment décoder un bilan tablir un budget valuer les coûts Comment manager la génération Y Qu'est-ce que le web management D couvrez 64 outils et méthodes pour atteindre l'excellence dans toutes les facettes de votre mission Chaque outil est décrit sur 2 ou 4 pages par un schéma synthétique son contexte d'utilisation les étapes de mise en œuvre des conseils les avantages et précautions prendre Certains sont complétés d'un approfondissement et d'un cas d'application Cette 2e édition s'enrichit de compléments vidéo accessibles par QR code et de 4 nouveaux outils Manager expérimentez ou débutez dans la fonction cette boîte à outils vous accompagnera efficacement au quotidien

Publics Toute personne chargée d'animer une équipe Dirigeants managers responsables de projets Responsables de services opérationnels et fonctionnels étudiants et enseignants

Livres de France, 2008-09 Includes 1982 1995 Les Livres du mois also published separately Livres hebdo, 2008 Bulletin critique du livre français, 1991 *Le contrôle de gestion de l'immatériel* Laurent Cappelletti, 2012-05-02

Que vaut le capital humain d'une entreprise Quel est le coût de l'absentisme Comment mesurer la rentabilité d'un plan de formation Quel est l'impact d'une politique de RSE D'une stratégie de développement durable Comment améliorer les systèmes organisationnels et réduire les coûts cachés Quel est l'impact financier de la qualité du management Ces problématiques constituent aujourd'hui le quotidien de l'entreprise mais de quels outils dispose-t-elle pour y répondre L'objectif de cet ouvrage est de répondre ces questions cruciales et de donner aux étudiants mais également aux professionnels les moyens d'évaluer précisément la rentabilité des investissements immatériels Il est illustré de nombreux cas pratiques tirés de l'expérience professionnelle de l'auteur au sein de l'Iseor et dans le cadre de la politique de modernisation de l'Etat pilotée par Bercy

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