

Enfoque Sistmico De Recursos Humanos

N Noddings

Organización requerida, La Elliott Jaques, 2004 En el mundo empresarial globalizado de nuestros días, el sistema unificado e integrado que Jaques presenta en esta obra es un faro que da nueva luz a los enfoques científicos tendientes a comprender la organización del trabajo. Este libro, de alto nivel y gran sentido práctico, es útil para todos los tipos de organizaciones laborales, ya sea en la industria, el comercio, los servicios o la administración pública. Establece un modo totalmente nuevo de cómo manejar una empresa. La organización requerida demuestra que, en el corto plazo, cualquier compañía puede obtener una ventaja comparativa mediante la introducción de nuevos productos o servicios; pero para que el éxito se sostenga en el largo plazo, debe poseer una estructura sólida, personal eficaz y liderazgo gerencial en todos sus niveles. El lector encontrará aquí las respuestas a los problemas organizacionales más frecuentes: * cuántos niveles debe haber en una empresa y cómo evitar que se multipliquen; * por qué es indispensable que los managers asuman su autoridad y la responsabilidad de rendir cuentas; * cómo medir el nivel de complejidad de las tareas y describir las funciones operativas centrales en cada una de ellas; * para qué sirve el trazado de los procesos sistemáticos de información, planificación y control; * cómo evaluar la eficacia de cada uno de los colaboradores y asignarle una remuneración apropiada; * en qué forma alentar el desarrollo profesional de la gente según su capacidad potencial y, con ello, fomentar el crecimiento de la empresa.

Marca Recursos Humanos, La Martha Alles, 2014-06-18 La obra, en su conjunto, presentará al lector una amplia gama de acciones a realizar para que la gestión de un área de Recursos Humanos alcance una valoración positiva alta, producto de la eficacia y de la calidad de la tarea realizada. No hay un único camino para lograr un desempeño altamente eficaz. Cada responsable de Recursos Humanos deberá tomar las decisiones que correspondan en cada caso. Al respecto podemos señalar algunos denominadores comunes: calidad, aplicación de las buenas prácticas profesionales y, muy especialmente, el diseño de métodos y procedimientos en función de las necesidades y requerimientos de los clientes internos. Cuando el área de Recursos Humanos es considerada de manera positiva por las otras áreas de la organización, cuando se transforma en un área de consulta, cuando en los momentos difíciles su consejo es requerido, podríamos afirmar que ha alcanzado un valor de marca alto. Cuando dicha situación se verifica, se facilita la implementación de cualquier programa, método o proyecto que proponga, dado que tanto los directivos como los colaboradores en general tendrán confianza, se sentirán tranquilos, estarán mejor predispuestos frente a cualquier situación o imprevisto que pueda ocurrir. Adicionalmente, cuando el área de RRHH

alcanza un prestigio alto -valor de marca alto- implica que la imagen, entre directivos y colaboradores, es muy buena. Todos ellos, de manera consciente o no, la transmitirán fuera de la organización. Como consecuencia, otras personas desearán formar parte de ella. Este círculo, virtuoso por cierto, será la mayor valoración posible a alcanzar por un área de Recursos Humanos. Ser valorado por los resultados obtenidos.

Diccionario de Términos de Recursos Humanos (Nueva Edición) Martha Alles, 2024-10-16 Como un complemento necesario para poder navegar con seguridad en ese vasto sistema, Martha Alles nos presenta ahora su Diccionario de términos de Recursos Humanos. El libro está dirigido a especialistas que hoy trabajan en el área, a estudiantes y profesores y a todos los interesados en temas relacionados con las personas, no necesariamente expertos en Recursos Humanos, y ha sido pensado para el mundo hispanoparlante. Esto implica no solo Latinoamérica y España, sino también al público de habla hispana de muchos otros países, entre ellos los Estados Unidos. Por lo cual los términos y sus definiciones no tienen un sabor local en particular. La obra cubre un objetivo preciso, novedoso y de gran utilidad práctica para los interesados en el ámbito de los Recursos Humanos, ya que apunta a lograr que en un mundo cada vez más interconectado, personas de diferentes latitudes puedan comunicarse de manera precisa y eficiente mediante el uso de un lenguaje técnico unificado.

Dirección estratégica de RR.HH. Vol I - (3a ed.) Alles, Martha, 2015-07-02 La presente edición de esta obra, clave dentro de la bibliografía de Martha Alles, es una versión revisada y actualizada por la autora, a la luz de nuevos desarrollos y experiencias capitalizadas desde su primera edición, en el año 2000. Los múltiples cambios en el contexto ocurridos desde entonces han generado desafíos diferentes para los especialistas en Recursos Humanos, disciplina que, como señala la autora, se ocupa de problemáticas vivas y cambiantes. Han aparecido nuevos problemas y han cambiado las perspectivas desde las cuales observar las cuestiones centrales de la materia. De todo ello se ocupa esta nueva edición. Sus importantes cambios y novedades incorporan el fruto de reflexiones y resultados prácticos comprobados, provenientes de la actividad profesional de la autora a lo largo de estos años. Incluye también agregados dirigidos a una mejor y más eficiente utilización de la obra, entre ellos un anexo a cada capítulo con el detalle de las principales herramientas relacionadas con cada tema y glosarios de términos. Dirección estratégica de Recursos Humanos agrega a partir de ahora, a su larga trayectoria, una versión remozada y siempre orientada a brindar a especialistas, profesores, alumnos, profesionales y directivos de organizaciones, elementos y conceptos que los ayuden a desenvolverse con éxito en este campo del conocimiento que ha probado ser esencial para encarar los tiempos por venir.

Dirección Estratégica De RRHH Vol II - Casos (3ra Ed.) Martha Alles, 2016-05-01 Todas las cuestiones centrales de Recursos Humanos tienen un fundamento teórico y, a su vez, plantean el desafío de ser llevadas a la práctica de manera sencilla y efectiva. Con relación a este reto, el Volumen 2 - Casos de la obra Dirección Estratégica de Recursos Humanos ha probado ser de enorme utilidad para los lectores a través de muchos años y sucesivas reediciones. En línea con la nueva

edición 2015 del Volumen 1 de la obra, Martha Alles presenta también una versión completamente remozada del Volumen 2 - Casos. Una de las principales novedades incorporadas es el Capítulo Cero: Gestión por competencias. En la práctica, donde se expone al lector la aplicación de la metodología de Gestión por competencias mediante casos reales, en los que se puede observar cómo armar el modelo de competencias y cómo diseñar sus principales módulos. El Volumen 2 emplea el método de casos y contiene un completo set de ejemplos extraídos de situaciones reales, con las posibles soluciones propuestas por la autora. Incluye, además, agregados dirigidos a lograr una mejor y más eficiente utilización de la obra, un anexo a cada capítulo con el detalle de las principales herramientas relacionadas con cada tema, y glosarios de términos. Si bien el mayor potencial se alcanza mediante la utilización conjunta de ambos libros, Volumen 2 - Casos es una obra autónoma que puede ser consultada y utilizada independientemente del Volumen 1. Esta obra está dirigida tanto a especialistas en la materia como a profesores, alumnos, profesionales y directivos de organizaciones, interesados en un abordaje directo y concreto de los retos más comunes de la temática de Recursos Humanos.

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