

Fernando Arias Galicia Administracin De Recursos Humanos

Universidad Nacional Autónoma de México. Facultad de Contaduría y Administración

Tesis: Diagnostico de las Necesidades de Capacitacion de los Barman de los Hoteles de Cinco Estrellas de Toluca y Metepec ,

Modelo de Evaluación Por Competencias Laborales Alma Cecilia Preciado Sánchez,2006

Historia del pensamiento administrativo Claude S. George,2005 CONTENIDO: La administración en las antiguas civilizaciones - La administración durante el periodo medieval - El despertar de la administración - Los primeros autores sobre administración - El preludio de la administración científica - La administración científica - Conceptos de principios del siglo XX - Escritores y críticos menores - Los filósofos de la administración - Aparición de escuelas del pensamiento administrativo - Escuela cuantitativa - Escuela estructuralista - Enfoque neoclásico de la administración - Escuelas de sistemas - Comportamiento humano y desarrollo organizacional - Teoría organizacional y teoría de la contingencia - La producción flexible - Administración de la tecnología y la innovación - Administración estratégica - Administración y sociedad del conocimiento - La historia y la administración contemporánea - Autores latinoamericanos.

Rivista sobre Relaciones Industriales y laborales ,

Liderazgo y Compromiso Social Roberto Enrique Agüera Ibáñez,2004

Los salarios y el compromiso de los trabajadores Luis Fernando Arias Galicia,2016-11-22 Con mucha frecuencia se piensa en el salario como una forma de motivar y retener al personal en una organización. La obra presente desmitifica tal creencia por medio de diversas investigaciones científicas efectuadas tanto en México (en diversos Estados del país) como en Perú (Lima), entre los trabajadores de 10 organizaciones de diversos ramos de actividad económica: restaurantes, hospitales, instituciones de educación superior, comercios entre otros, para un total de 3,252 trabajadores quienes respondieron voluntariamente los cuestionarios aplicados. Se siguió un método de análisis estadístico (ecuaciones estructurales) para poder aislar el efecto de cada uno de los factores y, por tanto, dejar sólo el salario como elemento incidente en la intención de permanecer en la organización o de renunciar a ella. Los resultados indican la importancia de otros factores: el apoyo de la organización cuando se necesita, capacitación, reconocimiento, el poner en juego las propias habilidades y tomar

decisiones respecto al trabajo, entre otros, como elementos importantes para retener al personal, una vez que el salario se considera adecuado por los propios trabajadores. En otras palabras, los factores inmateriales proporcionados por la organización resultaron trascendentes para evitar la rotación externa (renuncias y necesidad de incorporar a nuevos trabajadores). Esta rotación implica costos de reclutamiento, contratación, capacitación, menor productividad al inicio, mayor riesgo de accidentes, etcétera. En la época actual las organizaciones sufren por la falta de trabajadores con las competencias requeridas; el salario puede ser un aspecto de interés para atraer a trabajadores talentosos, pero conservarlos dependerá de factores inmateriales tales como los enunciados arriba. Esto queda demostrado por las investigaciones insertas en la presente obra.

Salarios y beneficios del trabajo Víctor Melitón Rodríguez R.,1993 Conjunto de métodos propios de las áreas específicas de valoración objetiva del trabajo, como son los factores programación; organización formal y su incidencia en cargos; la determinación del costo de la vida; la comparación de sueldos, intra e intersectorial; la interrelación de los costos y sueldos promedios con los valores en puntos, etc...

Administración de recursos humanos L. Fernando Arias Galicia,Víctor Heredia Espinosa,2004

La administración en desarrollo José de la Cerda Gastélum,1998

The Palgrave Biographical Encyclopedia of Psychology in Latin America Ana Maria Jacó-Vilela,Hugo Klappenbach,Rubén Ardila,2023-05-19 This biographical encyclopedia will provide the first comprehensive reference work on leading scholars and professionals who have contributed to the development and institutionalization of psychology in Latin America. The figures biographed will include scholars who have made a significant theoretical contribution to the discipline, as well as, practitioners and those who have contributed to the institutionalization of psychology, through their work in scientific organisations, professional bodies and publications. All persons included are recognized authorities and either natives of, or long-term residents in the region. It will offer an invaluable reference point, in particular for scholars of the history of psychology, Latin American studies, the history of science, and global psychology; as well as for historians, psychologists and social scientists seeking international perspectives on the development of the discipline.

Diario oficial de la federación Mexico,2007

Psicología del trabajo Jesús Felipe Uribe Prado,2016-08-15 En el siglo XX sucedió una de las crisis más profundas la historia del mundo del trabajo, producto del salto tecnológico, de la automatización y de crisis económicas sociales y empresariales en todo el planeta; provocando una producción en serie flexible, desconcentrada, basada en la tecnología, generando la disminución de la clase obrera y, provocando trabajo parcial, precario, temporal y tercerizado. Los trabajadores han quedado expuestos a incertidumbres sin precedentes en el siglo XXI: desempleo, disminución de seguridad social, sindicatos fuertes políticamente, pero débiles en el ámbito laboral, incremento en los riesgos de trabajo, entre otros. Se ha

exacerbado la pobreza, inseguridad y exclusión social, por lo que se puede afirmar que “el fantasma de la desigualdad” recorre otra vez el mundo. En este “real” contexto Ibérico y Latinoamericano surge el interés por la existencia de este libro con dos objetivos primordiales: el primero, demostrar que la psicología del trabajo puede participar profesionalmente de manera trascendente en los problemas del mundo laboral; el segundo, para mostrar que la psicología del trabajo a 100 años de su surgimiento cuenta con argumentos, teorías, modelos y técnicas apropiadas para afrontar la problemática mundial de la economía, la violencia y el desempleo, en términos de productividad en un entorno saludable. La psicología de la salud ocupacional que se describe en este libro representa literatura teórica y de investigación realizada originalmente en países como Colombia, República Dominicana, Chile, España y México, en tres grandes grupos de temas: calidad de vida, desgaste ocupacional, y salud y productividad. El contenido de este libro incluye temas de factores psicosociales como: Historia de la psicología laboral, Felicidad en el trabajo, Calidad de vida, Estilo de vida y salud en el trabajo, Factores de riesgo psicológico en el trabajo, Justicia interpersonal y personalidad, Síndrome de quemarse por el trabajo o desgaste ocupacional (burnout) y su relación con compromiso, clima, cultura organizacional, satisfacción y contrato psicológico, Psicología ambiental, El ciclo o ritmo circadiano, estresores y protectores de profesionales de la salud, Liderazgo y Carga mental. El exposición de estos temas tienen una finalidad: el bienestar de los trabajadores y sus familias por medio del trabajo con salud y productividad.

Memoria de la Facultad de Contaduría y Administración, 1969 a 1973: Metas y sus realizaciones por las distintas áreas operativas de la Facultad Universidad Nacional Autónoma de México. Facultad de Contaduría y Administración, 1973

Contaduría pública ,1992

Revista interamericana de bibliotecología ,1996

Evaluación del desempeño y servicio civil de carrera en la administración pública y los organismos electorales ,2000

Clusters ,2003

Revista de la educación superior ,1974

El estado empresario Jorge Fernández Ruiz,1982

El sistema de relaciones industriales en Colombia Bassam Sarkis,1983

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