

MANUAL DE PROCEDIMIENTOS ADMINISTRATIVOS DE RECURSOS HUMANOS

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**Gerencia de Recursos Humanos
Dirección General Administrativa**

Manual De Recursos Humanos

Federico Gan, Gaspar Berbel Giménez



Manual De Recursos Humanos:

Manual de recursos humanos Daniel Patricio Jiménez, 2007-10-26 **Dirección práctica de recursos humanos** Andrés Mínguez Vela, 2006 *Manual de recursos humanos 3ª ed.* Daniel Patricio Jiménez, 2016-01-25 La presente obra resume la experiencia acumulada de numerosos autores en el mundo empresarial y académico sintetizando las principales prácticas utilizadas por las Direcciones de Recursos Humanos. El eje de su contenido se desarrolla bajo la consideración de la empresa como sistema flexible indagando y desarrollando los principales factores endógenos y exógenos que interactúan en la misma. Bajo un lenguaje asequible pero respetando los principios básicos se busca despertar el interés del lector tanto en aquel que vaya a iniciarse en este área de conocimiento como en los que en sus diferentes responsabilidades consideran a la persona un activo activo de la empresa y precisan de una guía de referencia. No obstante lo dicho el presente manual no ignora los puntos críticos de la materia indagando en los mismos y dando al lector posibles soluciones mediante aportaciones basadas en la experiencia operativa de las organizaciones su enfoque presenta una importante novedad ya que conjuga el dogmatismo necesario con los modelos y métodos que sirven de práctica a las organizaciones. El contenido comprende tanto el análisis y desarrollo de las personas en sus distintas vertientes como aspectos organizacionales y de estructura así como el tratamiento jurídico laboral en aquellas áreas consideradas críticas para el sistema. Este último aspecto resulta novedoso en este tipo de textos pero no por ello carente de fundamento si se quiere obtener una visión real de la gestión de recursos humanos y por tanto hacer de la misma una auténtica palanca de cambio en las organizaciones. Se trata de un manual básico que desde una perspectiva global da al lector una visión práctica integrada y multidisciplinar de los recursos humanos en la empresa aportándole las herramientas necesarias para entender una disciplina cuyas distintas vertientes no son a veces fácilmente conciliables. En su desarrollo los diferentes capítulos se han adaptado a los programas universitarios sobre la materia especialmente en los grados de marketing y administración de empresas por lo que su lectura representa igualmente una visión académica y docente. Índice: Introducción a los recursos humanos Planificación y requerimientos del puesto de trabajo DPT VPT Competencias organizacionales El proceso de selección Contrato de trabajo y representación social Política retributiva Gestión del desempeño y coaching La formación en la empresa Manual para elaborar manuales de políticas y procedimientos Martín G. Álvarez Torres, 1996 **Human Resource Management** R. Wayne Mondy, Robert M. Noe, 2005 A balance of practical and applied material which also underpins the crucial theoretical concepts that are being applied in today's human resources. For undergraduate graduate courses in Human Resource Management **Diccionario de términos de Recursos Humanos** Martha Alicia Alles, 2011-09 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

Manual Recursos Humanos. Formación para el Empleo Editorial CEP,2010

Manual de Farmacología Alicia C. López Castellano,Lucrecia Moreno Royo,Victoria Villagrasa Sebastián,2005-12 El objetivo de este libro de texto y de consulta es proporcionar a los farmacéuticos presentes y estudiantes de hoy y futuros farmacéuticos los conocimientos farmacoterapéuticos necesarios para que puedan desarrollar su labor asistencial de una manera eficaz promoviendo el uso racional del medicamento y la estrecha relación farmacéutico paciente aspectos clave de la figura del farmacéutico del S XXI Aborda el estudio de las enfermedades en las que el farmacéutico interviene con mayor frecuencia Al principio de cada capítulo aparece un índice con la estructura del mismo para facilitar la búsqueda de información Contempla todos los aspectos de la enfermedad desde su fisiopatología al tratamiento farmacológico y como novedad respecto a otras publicaciones la actuación que el farmacéutico puede ejercer para mejorar la utilización de los medicamentos en la dispensación activa consulta farmacéutica seguimiento farmacoterapéutico y educación sanitaria

Manual de seguimiento y evaluación de los recursos humanos para la salud World Health Organization,2009 En muchos países la falta de personal es uno de los principales obstáculos al reforzamiento de la prestación de servicios de atención primaria de salud y otros tipos de servicios de salud incluidos los de índole curativa promocional preventiva y de rehabilitación Muchos países carecen actualmente de capacidad técnica para el seguimiento adecuado de su personal de salud a menudo los datos no son fiables o son obsoletos no se aplican definiciones comunes ni instrumentos analíticos de eficacia probada y se carece de la preparación y la experiencia necesarias para evaluar los problemas fundamentales de las políticas El presente Manual tiene el propósito de fortalecer esa capacidad técnica Brinda a los gestores de la salud los investigadores y los formuladores de políticas referencias estandarizadas y de c modo manejo para el seguimiento y la evaluación de los recursos humanos para la salud Reñe un marco analítico con opciones estratégicas para mejorar la información y los datos relativos a la fuerza laboral así como las experiencias de los países para poner de relieve los planteamientos que han dado buenos resultados El documento debe considerarse fruto de una labor continua que permitir conocer mejor los recursos humanos para la salud y contribuir de manera significativa al creciente arsenal de instrumentos e investigaciones aplicadas ideados para afrontar el reto de medir y mejorar los resultados de la fuerza laboral sanitaria fortalecer los sistemas de salud y en última instancia mejorar la salud de la población

Manual de recursos humanos y relaciones laborales en la empresa Natalia Gimena de Diego,Leandro Augusto Lanfranco,

Manual de organización Perú. Servicio del Empleo y Recursos Humanos,1963

Manual de Recursos Humanos Federico Gan,Gaspar Berbel Giménez,2007 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 organización de museos comerciales Ezequiel A. Chávez, 1919 **El apostolado seglar**
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administración y desarrollo de recursos humanos México Dirección General de Recursos Humanos, México . Dirección
General Organización y Métodos, 1979 **Manual de organización de la administración pública paraestatal** , 1977

Manual general de políticas Ricardo de la Fuente, 1982 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

La Gaceta Honduras, 1985 **Caribbean Acquisitions** University of Florida. Libraries. Catalog Department, 1971

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