

SOUS LA DIRECTION DE
DIANE-GABRIELLE TREMBLAY

Management de la retraite, de l'emploi et des temps sociaux



Presses
de l'Université
du Québec

Management De La Retraite De Lemploi Et Des Temps Sociaux

Serge Guérin



Management De La Retraite De Lemploi Et Des Temps Sociaux:

Management de la retraite, de l'emploi et des temps sociaux Diane-Gabrielle Tremblay, 2014-04-30T00:00:00-04:00 Le phénomène du vieillissement de la population entraîne des risques importants de pénuries de main d'œuvre mais aussi des problèmes de financement de l'état. Si rien n'est fait pour accroître la participation des travailleurs vieillissants particulièrement au Québec, la population vieillit rapidement par rapport au reste de l'Occident et plusieurs prennent des retraites hâtives. Il pourrait y avoir des effets sur le niveau de vie. C'est cette problématique de l'emploi et de la retraite que s'intéressent les auteurs. L'ouvrage dresse les tendances actuelles de l'emploi de même que les aspirations de fin de carrière et de retraite des travailleurs. Il propose également des solutions pour maintenir les travailleurs plus longtemps en emploi, plus longtemps entre autres en invitant les entreprises à adopter des mesures innovatrices dont le télétravail. Un portrait des différents programmes et politiques de fin de carrière de nombreux pays dont le Japon, les États-Unis, la Finlande, la Suède et la France est également présenté. Pour transformer la situation de l'emploi, il ne s'agit pas d'imposer la prolongation d'activités car les situations personnelles, la santé, la famille, etc. varient. Il faudrait des mesures organisationnelles plus flexibles sans doute une réorganisation du travail et des temps de travail dans l'entreprise. L'ouvrage invite le lecteur à réfléchir en ce sens en se concentrant sur le moment de prise de la retraite et la fin de vie active.

Management de la retraite, de l'emploi et des temps sociaux Diane-Gabrielle Tremblay, 2014-05 Si rien n'est fait pour accroître la participation des travailleurs vieillissants, il pourrait y avoir des pénuries de main d'œuvre mais aussi un problème de financement de l'état. C'est cette problématique de l'emploi que s'intéressent les auteurs de l'ouvrage qui dresse les tendances actuelles de l'emploi, propose des solutions pour maintenir les travailleurs plus longtemps en emploi et expose les programmes et les politiques de fin de carrière de nombreux pays.

Emploi et gestion des ressources humaines dans l'économie du savoir Diane-Gabrielle Tremblay, 2015-01-20T00:00:00-05:00 Avec l'émergence de l'économie du savoir, de nombreuses transformations ont touché l'emploi et la gestion des ressources humaines. L'auteure s'intéresse à ces transformations, engagement, autonomie et participation au travail, modalités d'apprentissage, formes d'organisation du travail, tout comme leurs effets, précarisation de l'emploi, intensification du travail, présentisme, conciliation travail-famille.

Travail et société Diane-Gabrielle Tremblay, Marco Alberio, 2014-08-20T00:00:00-04:00 Par l'entremise de textes choisis pour leur pertinence et leurs qualités pédagogiques, cette introduction à la sociologie du travail couvre un ensemble de concepts clés de l'échelle des individus, celle de la société. L'ouvrage se divise en six parties : 1 les théories, 2 l'organisation du travail, 3 la qualification du travail, 4 la division sexuelle du travail et le travail des femmes, 5 l'emploi, la précarité et le chômage et 6 le mouvement syndical.

L'innovation technologique, organisationnelle et sociale Diane-Gabrielle Tremblay, 2014-08-20T00:00:00-04:00 L'organisation du travail, les solutions technologiques, le mode de gestion des ressources humaines, tout participe au processus d'innovation. C'est sur la base de cette vision multidimensionnelle du processus d'innovation que l'auteure aborde le concept d'innovation. Des études de cas viennent illustrer la diversité des types

d innovation mais aussi la multiplicité de ses manifestations et de ses effets

Performance organisationnelle et temps sociaux Diane-Gabrielle Tremblay, 2012 La performance est l'un des aspects les plus mis de l'avant dans les organisations. Produire plus avec moins et développer le potentiel maximal des ressources sont en effet quelques-uns des objectifs clés des entreprises. Si les indicateurs de rendement et d'évaluation peuvent varier, la demande d'engagement dans le travail, d'implication et de disponibilité prend une importance grandissante dans de nombreux milieux de travail. Les temps sociaux sont évidemment touchés par ces impératifs et ce non seulement dans la sphère du travail mais aussi dans la vie personnelle et familiale. Cet ouvrage s'intéresse donc à la question des temporalités sociales en lien avec les injonctions de performance des organisations. Il jette un regard nouveau sur les phénomènes de débordement et de porosité des temps sur la perméabilité des temps de travail et des temps hors travail et sur la dislocation et l'interférence des temps. Dans un contexte où le stress au travail et l'épuisement professionnel sont des sujets d'actualité, les articles réunis invitent le lecteur à réfléchir au sens du temps de travail et ses frontières avec les temps familiaux et personnels.

Le vieillissement de la population et les politiques publiques Patrik Marier, 2013-02-20T00:00:00-05:00 Le vieillissement de la population et les politiques publiques visent à clarifier les débats concernant les enjeux liés aux importants changements démographiques. En présentant un ouvrage diversifié tant par son approche multidisciplinaire que par ses méthodes, ce volume s'illustre par ses contributions dans plusieurs champs des politiques publiques dont la santé, les retraites, les soins de longue durée, le marché du travail et les transports. Le vieillissement de la population et les politiques publiques incluent aussi une section sur les leçons d'ailleurs pour améliorer nos politiques et une autre qui traite des grands débats entourant la question des changements démographiques et l'action publique. Ce livre servira d'outil indispensable pour les étudiants universitaires, analystes et décideurs publics qui désirent approfondir leurs connaissances sur les conséquences du vieillissement de la population.

D'une culture de retraite vers un nouveau management des âges et des temps sociaux Diane-Gabrielle Tremblay, 2007-07-09T20:00:00-04:00 Le vieillissement de la population est un des enjeux majeurs des prochaines décennies. Cet ouvrage présente d'abord l'état des lieux, propos du vieillissement, de la retraite et des aspirations de fin de carrière des individus tout en s'interrogeant sur la culture de la retraite qui domine dans nos sociétés. Les auteurs présentent ensuite l'idée d'un nouveau management des générations et des temps sociaux tout en reconnaissant la diversité des réalités des milieux de travail et de ce fait la nécessaire diversité des solutions.

Urban Management and Urban Violence in Africa, 1994

Les gouvernances de l'emploi Michel Lallement, 1999 Comme le montre la mise en application de la loi sur les 35 heures, les négociations sur le temps de travail mettent plus que jamais la question de l'emploi au cœur des conflits et des transactions qui se nouent entre l'État, les employeurs, les syndicalistes et les salariés. À la différence des décennies de croissance d'après-guerre, l'emploi fait aujourd'hui l'objet de régulations placées sous le sceau de la gouvernance. L'État, à l'instar d'un grand nombre de ses prérogatives, les relations professionnelles se décentralisent et les grandes entreprises cèdent le pas à des unités de production plus autonomes. En combinant une perspective

institutionnaliste avec des investigations empiriques menées dans des branches et des entreprises françaises et allemandes où l'emploi et le temps de travail ont fait l'objet de conflits de négociations et de changements ce livre analyse ces nouvelles gouvernances de l'emploi La montée en puissance des réglementations sectorielles la place nouvelle de l'emploi comme médium de communication dans les transactions locales ou encore les impacts de l'unification sur les relations industrielles et la flexibilité du travail en Allemagne sont autant d'éléments qui permettent ainsi d'éclairer d'un jour nouveau les transformations actuelles du rapport salarial dans les sociétés développées

Aanwinsten van de Centrale Bibliotheek (Queteletfonds) Bibliothèque centrale (Fonds Quetelet), 1998

Current Sociology, 1989 Vols 1-4 contain vol 1-4 of International bibliography of sociology

L'insertion sociale des pré-retraités Hannelore Jani-Le Bris, 1988

Travail, emploi, vieillissement France. Ministère du travail, du dialogue social et de la participation, 1994

La société des seniors Serge Guérin, 2009 Le vieillissement démographique généralisé constitue un des changements sociaux majeurs du XXI^e siècle Ses dimensions économiques sociales et culturelles sont passées en revue emploi financement des retraites modes de vie relations sociales solidarité entre générations allocation des ressources habitat prise en charge du grand âge évolution des normes collectives etc

L'entreprise & l'homme, 1991

Repère, 2009

Premières informations et premières synthèses, 2003

Penser la fin du communisme, l'Europe, l'Etat, la politique, l'histoire, 1994

Esprit, 1995

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