

CHANTAL GRAVEL • MARTIN GRAVEL

NOUVEAU MANAGEMENT du capital humain



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Nouveau Management Du Capital Humain

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Nouveau Management Du Capital Humain:

Nouveau management du capital humain Chantal Gravel, 2012 Considérer un employé comme un capital plutôt que comme une ressource c'est inscrire sa participation à l'entreprise dans une vision long terme. Ce livre audacieux inspirant et créatif propose de revoir nos modèles de gestion des personnes dans une vision durable et responsable. Ressources humaines, stratégie et création de valeur Michel Fourmy, 2011-12-08 Le livre explique de manière simple des concepts innovants dont les entreprises ont besoin aujourd'hui plus que jamais pour valoriser leurs savoir-faire et leurs avantages concurrentiels et construire de la Valeur Ajoutée avec chaque investissement en matière de Capital Humain. Il n'y a pas de limites de taille d'entreprise pour appliquer ces approches. Le processus sera plus ou moins long ou difficile en fonction de la culture de l'entreprise mais il n'y a pas d'obstacle technique. Les méthodes décrites font un lien entre les Directions des Ressources Humaines, du Capital Humain, les Directions Générales et les Directions Financières. Enfin le livre réconcilie logique économique et logique sociale. 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, propose 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. Mindful management & capital émotionnel Bénédicte Gendron, 2015-12-11 La 4^e de couverture indique : Dans un monde incertain en perpétuel changement la question de l'efficacité des nouvelles approches d'interventions en management particulièrement des approches positives et mindful est l'occasion d'interroger la fois les paradigmes standards de l'économie et de la gestion qui prévalent dans les sociétés occidentales et la place de l'être dans ces modèles pour proposer une version revisitée du capital humain à l'aune du capital émotionnel. Les utopies organisationnelles Sylvie Grosjean, Anne Mayère, Luc Bonneville, 2018-02-01 Des récits utopiques entourent nos organisations qu'elles soient publiques ou privées : l'utopie de l'organisation numérique et sans papiers, l'utopie de l'organisation parlant d'une seule voix ou l'utopie de l'organisation comme lieu de panouissement de soi. Les utopies organisationnelles examine ces représentations idéales de l'organisation afin d'offrir des alternatives et d'ouvrir des perspectives d'analyses qui permettent de mieux comprendre la complexité organisationnelle. C'est en regardant l'organisme de l'intérieur en observant les pratiques en se proposant de suivre l'organisation en action que l'ouvrage interroge ces utopies, les met à l'épreuve du réel et les déconstruit. Chaque chapitre est illustré par des cas tirés de recherches menées dans diverses organisations, hôpitaux, cabinets d'experts, conseils, services d'urgence et universités. Derrière les grilles Barbara Cassin, 2014-02-12 Instrument indispensable toute gouvernance forgée sur le modèle des pratiques des agences de notation financière, l'évaluation a tendu son empire tous les domaines, tous les métiers, tous les instants, tout vraiment, tout de la naissance à la mort. Et elle n'a cessé de prouver de toutes les

mani res possibles son inop rante b tise et sa dangerosit Pourtant elle n est jamais d mentie elle promet encore plus si l on value encore Pour comprendre ce qui ne va plus ce qui ne doit pas continuer il faut s int resser l outil universel de l valuation les grilles Nous citoyens administr s professionnels touffons derri re les grilles Il faut co te que co te entrer dans les cases Il faut r duire chacun de nos actes une s rie d items pour qu ils soient quantifiables performants Ce que nous faisons les uns et les autres n a plus de sens nous ne reconnaissons plus nos vies dans la repr sentation du monde ainsi format Les grilles produisent un monde surveill qui limine toute inventivit toute nouveaut tout espace de libert Un monde mort Ne restons pas plus longtemps enferm s derri re les grilles d valuation Directrice de recherche au CNRS Barbara Cassin philologue et philosophe est membre de l Appel des appels dernier ouvrage La Nostalgie Autrement 2013 Avec les contributions de ric Alliez Didier Bigo Laura Bossi Serge Bronstein Fernanda Bruno Catherine Caleca Barbara Cassin Julie Caupenne Marie Jos Del Volgo Nathalie Georges Lambrichs Yves Gingras Roland Gori Jean Jacques Gorog Daphn Marnat Christine Nicoulaud Albert Ogien Peter Osborne Marie Blanche R gnier Claude Schauder Christian V die Catherine Vidal Réinventer le management Laure Letellier, 2022-01-18 voluant dans un environnement marqu par la mondialisation et la pression des march s la croissance des flux d information en temps r el et l essor des r seaux l entreprise doit g rer le d ploiment de l intelligence artificielle le d veloppement du t l travail avec la crise sanitaire mondiale l volution des attentes des salari s l acc l ration du rythme des innovations l mergence de nouvelles valeurs li es la pr servation de la plan te L objectif de cet ouvrage est de s interroger sur la pertinence des pratiques actuelles de management et d envisager des pistes de r flexion afin de garantir la productivit et la p rennit de l entreprise The Socio-Economic Approach to Management Revisited Anthony F. Buono, Henri Savall, 2015-05-01 This volume is part of the ongoing collaboration between the RMC series and the Socio Economic Institute for Firms and Organizations ISEOR a French intervention research think tank co directed by Henri Savall and V ronique Zardet Building on an earlier collaboration on the ISEOR approach Socio Economic Intervention in Organizations The Intervener Researcher and the SEAM Approach to Organizational Analysis IAP 2007 Buono and Savall bring together over 30 talented intervener researchers to explore and examine the ongoing evolution of the Socio Economic Approach to Management SEAM This volume revisits the application of SEAM in the context of intervention challenges in the wake of the recent economic crisis and the disruptive change that has taken hold across the world The basic foundation of SEAM built on the idea of strategic patience the need to undertake holistic intervention in organizations and the challenge to get organizational members to listen to themselves through what they refer to as the mirror effect has remained the same In response to economic and organizational pressures in the current environment however there has been a concomitant emphasis on helping client organizations achieve short term results while still maintaining focus on the long term Many ideas that have become part of the current discourse within ISEOR today were not as explicitly addressed in the initial volume from the destructive effect of the Taylorism Fayolism Weberism TFW virus to the need to focus on ways to ensure the

sustainability of a SEAM intervention the growing importance of collaborative interactions between external and internal consultants and the growing importance of cocreating knowledge with client firms and organizations

ECKM2014-Proceedings of the 15th European conference on Knowledge Management Carla Vivas, 2014-10-01

The world economy in which we are living poses challenges that lead to a realization that more of the same will be difficult to sustain. This provides an illustration that in order to create new or modified knowledge practices strengthen customer relationships and thus positively influence customer satisfaction organizations must be flexible in configuring combining knowledge and knowledge structures in a way that is appropriate for delivering value to the customer. It must simultaneously develop effective strategies for updating the knowledge of its staff members necessary for underpinning the creation and delivery of appropriate knowledge services. Thus unlearning forgetting becomes a critical means for organizational success. The ECKM community of scholars has already initiated dialogue that links its particular strengths to innovation issues. This conference aims to further that dialogue by attracting leading edge work that leverages the ECKM community's in depth understanding of learning and unlearning to better understand knowledge management. Our aim is to stimulate breakthrough research streams linking learning unlearning and knowledge management. How can organizations tailor use and extend techniques and tools from knowledge management for improving their business practices and processes. Building upon existing work on knowledge management KM and organizational learning the conference will promote interdisciplinary approaches from computer science and information systems business management and organization science as well as cognitive science. Emphasis will be put on systematic learning from experience KM tools and KM success factors. A special interest belongs to knowledge management initiatives which are lightweight i.e. do not place considerable additional burden on users and KM experts allow an incremental adoption i.e. do not require large up front investment before any return of investment is at least visible and are flexible regarding frequent changes in experts and topics. Continuing the success of the ECKM conference series since 2000 the 2015 conference will provide an international communication forum bringing together academia and industry for discussing the progress made and addressing the challenges faced by continuous learning in knowledge intensive organizations.

Management de la banque Michel Roux, Olivier Pastré, 2013-11-08 Des repères concrets et pratiques pour appréhender l'environnement bancaire et ses mutations possibles. L'ouvrage traite de l'ensemble des aspects du management bancaire du contexte l'évolution des marchés et métiers. Il présente le secteur et ses spécificités : marchés financiers marketing RH travers l'émergence de la fonction Conformité il analyse les risques et l'exigence accrue de normes auxquels le monde de la banque est confronté. Dans une perspective d'optimisation du pilotage il aborde les nouveaux défis relever tant en termes d'organisation interne que d'offre de produits et services. Le propos est illustré par de nombreux exemples et éclairages techniques ainsi que par une dizaine d'études de cas. L'expos est enrichi d'un glossaire de plus de 70 termes. Ce manuel s'adresse aux étudiants des universités de la licence au master aux élèves des grandes écoles aux

praticiens La crise met en effet en relief les failles d'un système de libéralisation sans limite et oblige repenser la fois la gouvernance de l'économie mondiale et l'encadrement des métiers de la finance C'est dans ce contexte global qu'il faut analyser les apports du manuel de Michel Roux qui a le mérite de mettre le risque au cœur de l'analyse du management bancaire extrait de la préface d'Olivier Pastr professeur à l'université Paris 8 membre du Cercle des économistes L'éducation au management en Afrique face aux incertitudes Zacharia W. Tiemtore, Birahim Gueye, 2020-01-15 Les économies en Afrique subsaharienne francophone sont en pleine mutation Les métiers voluent et de nouvelles entreprises sont créées mais les managers n'ont pas toujours les compétences requises pour faire face aux multiples défis des organisations Les auteurs de ce livre portent une réflexion originale par rapport aux défis de la formation et des méthodes pédagogiques de l'employabilité de l'entrepreneuriat de la gestion des ressources humaines de l'économie et du rapport au temps de travail *Ethics and Innovation in Public Administration* Gilles Rouet, Stela Raytcheva, Thierry Côme, 2024-09-12 This edited volume analyzes the ethics of innovations in the public sector in Europe The book presents a theoretical analysis of empirical cases deepening the understanding of innovation in public administration by identifying common processes across various local contexts It also delves into the study of the European Union's ethics and values exploring their impact on innovation at both European and local levels Additionally the book features comprehensive case studies encompassing different sectors professions and statuses within public administration providing a multifaceted examination of innovation's complexities By considering multiple perspectives including those of citizens politicians managers trade unions NGOs and political leaders the book offers a holistic understanding of the ethical challenges associated with innovation in public administration It also addresses intrapreneurship successful initiatives struggles and resistance to change training for elected representatives and the integration of an ethical approach into local authority communications As such this volume will be an essential resource for scholars practitioners policymakers and anyone navigating the intricate landscape of ethical decision making in European public administration *Les intelligences artificielles au prisme de la justice sociale. Considering Artificial Intelligence Through the Lens of Social Justice* Collectif Collectif, 2024-07-24 T00:00:00-04:00 Cet ouvrage vient clarifier deux années de réflexion intensive sur les enjeux à l'intersection entre la justice sociale et les technologies d'IA Une compréhension de ces impacts sociétaux passe alors l'aspect technique pour se concentrer principalement sur le fait social **Les mots-clés du management - Anglais**, Pages de doctrine Nicaise Médé, 2024-09-26 Quel peut être l'intérêt du présent recueil de travaux de recherche qui se sont talés sur plusieurs décennies D'abord il y a ce que les financiers appellent l'unité budgétaire Une locution savante pour dire tout simplement que toutes les ressources et toutes les charges de l'état doivent être inscrites dans la seule et unique loi de finances de l'année C'est ce même souci qui sert de fondement la publication de cet ouvrage tous les articles ou presque de l'auteur sont contenus dans un ouvrage unique L'unité vise rendre aisée l'accessibilité La diversité des supports et lieux de publication rendent quelquefois malais l'accès à ces écrits dans les rayons des bibliothèques africaines dont

les défaillances des systèmes d'abonnement aux revues scientifiques et l'absence de renouvellement des fonds documentaires sont des facteurs additionnels empêchant l'accessibilité. Enfin la question de fond est celle de l'intelligibilité des œuvres publiées. Elles sont le fruit cristallisé de contributions apportées des débats circonstanciels qui peuvent aussi être des débats de toujours de tous les jours des pièces d'un puzzle de la pensée globale de l'auteur ce que les juristes appellent d'un barbarisme savant la doctrine.

L'entreprise humaine Michel Levionnois, Catherine Rullière, 1992-01-01 T00:00:00+01:00 Cet ouvrage est une réédition numérisée d'un livre paru au XXe siècle désormais indisponible dans son format d'origine.

Renouveler le modèle social de l'entreprise Frédéric Petitbon, 2013-07-03 Trop de stratégies d'entreprise se révèlent impossibles mettre en œuvre. Les financiers et les stratèges de l'entreprise d'une part les acteurs du social et de la RH d'autre part ne se comprennent pas engoncés dans des logiques qui restreignent leur vision leurs capacités opérationnelles et leur champ d'action. Par des exemples issus du monde des services de l'industrie des transports ou de l'économie sociale et solidaire ce livre montre qu'il est possible de concilier le social et l'économique. Il propose une vision concrète du modèle social de l'entreprise qui permet de lier les impératifs du marché et des clients ainsi que les aspirations des collaborateurs dans leur diversité sociologique qu'ils soient salariés ou sous-traitants. Comprendre le modèle social de son entreprise pour mieux le faire évoluer un impératif stratégique et managérial pour tous les dirigeants les financiers les DRH et les partenaires sociaux.

L'accessibilité aux études postsecondaires Edmond-Louis Dussault, Martin Ringuette, 2013 No detailed description available for L'accessibilité aux études postsecondaires.

Le pouvoir du capital humain Choilio Dosso, 2024-04-04 Qu'est-ce qui fait la différence entre le succès et l'échec dans le monde professionnel? Choilio Dosso offre dans ce livre révolutionnaire une réponse surprenante c'est le capital humain notre potentiel unique qui est la clé de notre réussite. Dans un monde où la technologie et l'automatisation sont omniprésentes il nous rappelle que notre atout le plus précieux est en fait intrinsèque que notre humanité. Ce livre nous guide travers une exploration approfondie du concept de capital humain par l'approche I M D E nous aidant comprendre comment Identifier Mesurer Développer et Exploiter notre propre potentiel pour améliorer notre productivité et obtenir une gratification professionnelle.

Extension du domaine de la manipulation Michela Marzano, 2008-10-08 À la place de l'injonction "Enrichissez-vous" qui caractérise l'ère industrielle au dix-neuvième le nouveau mot d'ordre de nos sociétés performantes mais soucieuses de l'apparence pourrait être "travaillez pour être vraiment heureux". Le leader d'aujourd'hui est tout d'abord celui qui réussit dans son travail. Mais n'est-ce pas un mensonge? Une injonction contradictoire qui demande une chose et son contraire performance et panouissement engagement et flexibilité employabilité et confiance autonomie et conformité volontarisme et souplesse. N'y aurait-il pas une perversité contemporaine au cœur même de l'entreprise s'appuyer sur le couple bonheur et labeur? Que signifie l'extension du domaine du management dans tous les domaines de la vie y compris la vie privée les coachs? N'est-ce pas la marque d'une nouvelle instrumentalisation? Qui sont les nouveaux leaders qu'on nous présente comme des héros? Leur modèle est-il vraiment suivre? Jamais l'anxiété n'a été aussi forte dans le monde de l'économie jusqu'aux suicides.

Jamais la revalorisation du mot travail n'est ainsi revenu sur toutes les livres politiques Michela Marzano en philosophe mais aussi en politicienne a fouillé la littérature du management les bibles du développement personnel scruté les coulisses du coaching et autres thérapeutes comportementalistes. Le résultat est décevant.

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