

CHANTAL GRAVEL • MARTIN GRAVEL

NOUVEAU MANAGEMENT du capital humain



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Nouveau Management Du Capital Humain

Barbara Cassin



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. *Derrière les grilles* Barbara Cassin, 2014-02-12 Instrument indispensable toute gouvernance forgée sur le modèle des pratiques des agences de notation financière, la valorisation 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 manières possibles son inopérante bêtise et sa dangerosité. Pourtant, elle n'est jamais démentie, 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'intéresser à l'outil universel de la valorisation : les grilles. Nous, citoyens, administrés, professionnels, touffons derrière les grilles. Il faut croire que c'est entrer dans les cases. Il faut réduire chacun de nos actes à une série 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 représentation du monde ainsi formatée. Les grilles produisent un monde surveillé qui limite toute inventivité, toute nouveauté, tout espace de liberté. Un monde mort. Ne restons pas plus longtemps enfermés derrière les grilles de valorisation. 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 Rgnier Claude Schauder Christian V die Catherine Vidal

Réinventer le management Laure Letellier, 2022-01-18

voluant dans un environnement marqué par la mondialisation et la pression des marchés la croissance des flux d'information en temps réel et l'essor des réseaux l'entreprise doit gérer le déploiement de l'intelligence artificielle le développement du télétravail avec la crise sanitaire mondiale l'évolution des attentes des salariés l'accélération du rythme des innovations l'émergence de nouvelles valeurs liées à la préservation de la planète L'objectif de cet ouvrage est de s'interroger sur la pertinence des pratiques actuelles de management et d'envisager des pistes de réflexion afin de garantir la productivité et la pérennité 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 Véronique 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 intervenor 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. Conformément, 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 Pastré, 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 volent 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

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