

# Análisis de Puestos



# El Analisis De Puestos

**Martha Alicia Alles**



## El Analisis De Puestos:

*Análisis de puestos de trabajo. Concepto, aplicaciones y proceso* Palomo Vavillo, Maite, 2021-06-17 Los modelos de negocio sufren transformaciones con una gran rapidez y además las organizaciones necesitan pasar de modelos de crecimiento basados en costes hacia modelos centrados en las personas. Necesitamos alinear los modelos de negocio con los modelos de gestión de personas para así favorecer el atraer, vincular, fidelizar y comprometer a las personas con talento así como nuevos enfoques orientados hacia el alto desempeño de las personas y un elevado compromiso. Enfoques que están soportados en sistemas o herramientas que proporcionen información objetiva y aporten valor en relación con las personas y los puestos. Los modelos centrados en los puestos de trabajo han quedado claramente obsoletos. Ahora bien, no podemos olvidar que el puesto de trabajo constituye el vínculo entre las características de la organización y las personas y va a determinar las actividades que debe realizar su ocupante, las competencias que debe poseer, el salario que va a recibir, su contexto físico, social y organizativo, etc. Por tanto, el buen conocimiento de los puestos de trabajo es el punto de partida de todas las actividades que se desarrollan en el área de la gestión de personas y del talento. En este libro se establecen las fases del proceso necesarias para tener éxito en la planificación y el despliegue de un proyecto de análisis de puestos. Además, se incide en los diferentes métodos existentes para el proceso técnico y sistemático de obtención de información que permita a cualquier organización, independientemente de su tamaño o actividad económica, delimitar, definir, describir y documentar el contenido y el alcance de sus puestos, su repercusión en esa organización y en el entorno donde desarrolla su actividad, obviamente en un momento determinado.

*El análisis de puestos* Agustín Reyes Ponce, 1966 Si alguna de las técnicas de la administración es de utilidad, esta es el Análisis de Puestos. Se utiliza como instrumento indispensable para todo lo que implique el estudio del trabajo, ya que para la mejor distribución de las actividades, como para la definición de las funciones de alta gerencia, es base para la aplicación de las técnicas de la administración de sueldos y salarios y lo que se refiere al reclutamiento, selección y desarrollo de personal. AU

**Análisis de Puestos de Trabajo** Blanca Valenzuela, Micaela Ortíz Pacheco, 2004

**Análisis y descripción de puestos de trabajo** Manuel Fernández-Ríos, 1995

ANÁLISIS Y DESCRIPCIÓN DE PUESTOS DE TRABAJO es la herramienta básica y primordial de la gestión y dirección de recursos humanos y también de la gestión y dirección empresarial, sin importar cuáles sean los fines de la empresa, el número de miembros que la constituyen o su cualificación ni el nivel de sofisticación tecnológica. Este libro ha sido pensado para todos aquellos que de alguna manera se preocupan por los contenidos y en los procesos de trabajo y las conductas exhibidas por los trabajadores. Analistas, directores de recursos humanos y de personal, directores de organización, técnicos en selección, valoración de puestos de trabajo, formación, retribución, negociación colectiva, diseño de puestos de trabajo y de estructuras organizacionales, estudiantes de universidad, alumnos de programas de master, etc.

*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 *Human Resource Management* Gary Dessler,2000 For Human Resource Management HRM and Personnel courses The 1 best selling HRM book in the market Dessler s Human Resource Management provides a comprehensive review of personnel management concepts and practices in a highly readable form This edition focuses on the high performance organization building better faster more competitive organizations through HR while continuing to offer practical applications that help all managers deal with their personnel related responsibilities Clasificación de Puestos , **Business** Ricky W. Griffin,Ronald J. Ebert,2004 For Introduction to Business courses This best selling text by Ricky Griffin and Ronald Ebert provides students with a comprehensive overview of all the important functions of business Each edition has introduced cutting edge firsts while ensuring the underlying principles that guided its creation Doing the Basics Best were retained The seventh edition focuses on three simple rules Learn Evaluate Apply NEW Chapter 2 Understanding the Environments of Business This new chapter puts business operations in contemporary context explaining the idea of organizational boundaries and describing the ways in which elements from multiple environments cross those boundaries and shape organizational activities This chapter sets the stage as an introduction to some of the most important topics covered in the rest of the book for example The Economics Environment includes the role of aggregate output standard of living real growth rate GDP per capita real GDP purchasing power parity and the Consumer Price Index The Technology Environment includes special attention to new tools for competitiveness in both goods and services and business process technologies plus e Dirección de la fuerza de ventas Enrique Carlos Díez de Castro,Antonio Navarro García,Begoña Peral Peral,2003 Este libro aborda a trav s de un lenguaje sencillo ameno y de una forma sistem tica e integral los diferentes aspectos incluidos en la gesti n y direcci n de ventas Su objetivo es que sea de utilidad tanto en el mbito profesional como acad mico La fuerza de ventas variable comercial Organizaci n de la fuerzas de ventas Reclutamiento y selecci n de la fuerzade ventas **Selección de personal** María García Noya,Enrique Hierro Díez,José Javier Jiménez Bozal,2001 *La selección de personal* Ma. José Nebot López,Maria José Nebot López,1999 Recoge El proceso general de la selecci n de personal y el proceso simplificado Aplicaci n pr ctica del proceso de selecci n realizado en una empresa Algunos profesiogramas habituales en el mercado laboral **El estudio de los puestos de trabajo** José Roig Ibáñez,1996 INDICE El estudio del trabajo a trav s de la historia C mo llevar a cabo el estudio de los puestos de trabajo Aplicaci n de los m todos y t cnicas de estudio de los puestos de trabajo C mo elaborar un plan de valoraci n de tareas C mo llevar a cabo la valoraci n de tareas C mo efectuar la valoraci n de tareas por el m todo de puntuaci n por factor Aplicaci n de la valoraci n de tareas a las retribuciones salariales La valoraci n del personal Sistemas m todos y t cnicas de valoraci n de personal etc *Administración de personal* Agustín Reyes Ponce,1995 **Manual de recursos humanos** Daniel Patricio Jiménez,2007-10-26 *Administraci n de la compensaci n* Ricardo A. Varela Juárez,2006 La administraci n de sueldos salarios y prestaciones es un elemento estrat gico en la funci n de recursos

humanos pues el xito de un sistema de compensaci n se basa en establecer un equilibrio entre los conceptos que lo integran Esta obra permitir al estudioso de la materia encontrar la respuesta y la orientaci n necesaria para implantar un sistema de compensaci n acorde con el entorno empresarial moderno Provided by publisher      **Direcci n de recursos humanos**,2011-03-24 En una econom a globalizada buena parte del xito empresarial cabe atribuirlo a una eficaz direcci n del personal Este libro ofrece una visi n pormenorizada e integradora de la funci n directiva en esta rea deteni ndose en aspectos tan importantes como la selecci n de personal la formaci n la comunicaci n los estilos de direcci n o la motivaci n y haciendo menci n de las m s novedosas herramientas de gesti n descripci n de puestos de trabajo evaluaci n del desempe o retribuci n variable ndice Tema 1 Selecci n Tema 2 Formaci n Tema 3 Retribuci n Tema 4 Motivaci n Tema 5 Comunicaci n Gesti n del conocimiento Tema 6 Estructura organizativa      *Persona y Profesi n* Carlos Mar a L p ez-F e y Figueroa,2002-12

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