

Análisis de Puestos



El Analisis De Puestos

B Lingard



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 Ortiz Pacheco, 2004

Análisis y descripción de puestos de trabajo Manuel Fernández-Ríos, 1995 ANALISIS Y DESCRIPCION 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 **La Remuneracion Del Trabajo** José Ignacio Urquijo García,2008 **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 **Administraciøn de la compensaciøn** Ricardo A. Varela Juárez,2006 La administraci n de sueldos

salarios y prestaciones es un elemento estratégico en la función de recursos humanos pues el éxito de un sistema de compensación se basa en establecer un equilibrio entre los conceptos que lo integran Esta obra permite al estudioso de la materia encontrar la respuesta y la orientación necesaria para implantar un sistema de compensación acorde con el entorno empresarial moderno Provided by publisher Dirección de recursos humanos, 2011-03-24 En una economía globalizada buena parte del éxito empresarial cabe atribuirlo a una eficaz dirección del personal Este libro ofrece una visión pormenorizada e integradora de la función directiva en esta área deteniéndose en aspectos tan importantes como la selección de personal la formación la comunicación los estilos de dirección o la motivación y haciendo mención de las más novedosas herramientas de gestión descripción de puestos de trabajo evaluación del desempeño retribución variable índice Tema 1 Selección Tema 2 Formación Tema 3 Retribución Tema 4 Motivación Tema 5 Comunicación Gestión del conocimiento Tema 6 Estructura organizativa Persona y Profesión Carlos María López-Fé y Figueroa, 2002-12 **Ergonomía forense (e-book)** Javier Llaneza Álvarez, 2007-03 El término ergonomía forense se refiere a la aplicación de los conocimientos del campo de la ergonomía y la psicología a los asuntos legales es decir los especialistas en esta disciplina ergonomos son los profesionales competentes para dar su testimonio en los juicios sobre daños causados a la persona en el marco de la actividad laboral o en relación con los objetos y artefactos en la condición de usuario Los casos en los que puede intervenir el ergonomo como perito judicial son por ejemplo las incapacidades laborales analizando el trabajo del sujeto en las condiciones laborales en las que desarrolla su actividad los accidentes de trabajo tratando de reconstruirlos y de mostrar la multitud de factores concurrentes que se han incumplido las enfermedades profesionales por factores de riesgos ergonómicos mostrando la relación causa efecto o las psicopatologías laborales Los dictámenes periciales tienen que indicar las causas que han ocasionado una psicopatología laboral como el estrés el burnout síndrome del quemado el mobbing acoso moral en el trabajo o los daños causados por los productos no ergonómicos El autor parte de su experiencia pionera para presentar un nuevo campo de aplicación de la ergonomía El libro incluye casos prácticos e informes ergonómicos y periciales que hacen de esta obra un instrumento eminentemente práctico adecuado para ayudar a los técnicos superiores en prevención de riesgos laborales y especialistas en ergonomía y psicología aplicada que deseen dedicarse al peritaje judicial Dirección Estratégica de Recursos Humanos Martha Alicia Alles, 2006-04 La obra tiene como propósito ofrecer las nuevas tendencias de la gestión de recursos humanos partiendo de una relación laboral Plantea definiciones claras y precisas sobre Puestos de trabajo Proceso de selección e incorporación de personal Capacitación y desarrollo Evaluación de desempeño Remuneraciones y beneficios y Desvinculación laboral

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