

Concepto de análisis de puesto de trabajo- aclaraciones terminológicas

Aclaraciones terminológicas y concepto de puesto de trabajo.

Algunos términos a tener en consideración en el análisis de puestos y que deben ser conceptualizados son (NOE, HOLLENBECK, GERHART y WRIGHT, 1994: 198):

- **Tarea:** Una de las más pequeñas unidades en las que pueden ser descompuestas las actividades del trabajo de una persona. Utilizando un símil extraído de la física: es algo así como la molécula a la materia.
- **Obligación:** Conjunto de tareas, realizadas por una persona, que forman un área definida de trabajo. Suelen mantener entre sí una relación de proximidad física o técnica.
- **Posición:** Se denomina así a las diversas obligaciones que puede desarrollar una persona en una organización.
- **Puesto:** Conjunto de posiciones que puede ocupar una persona durante el periodo de tiempo en que no se vea afectado por transferencias internas, promociones o remociones. También puede definirse como "una unidad de organización que conlleva un grupo de deberes y responsabilidades que lo vuelven separado y distinto de los otros" (CHRUDEN y SHERMAN, 1963: 79).
- **Ocupación:** Clases de puestos que pueden ser hallados en diferentes organizaciones y que presentan una gran similitud entre sí. Este término está relacionado con la cualificación profesional de los individuos, que le capacita para el desempeño de determinados puestos de trabajo.
- **Carrera:** Secuencia de puestos que un individuo ocupa a lo largo de su vida laboral. Cuando abordemos en el próximo capítulo la planificación de carreras tendremos ocasión de depurar este concepto.

De las definiciones halladas de puesto de trabajo, especial admiración nos hace sentir la ofrecida por LOUART(1994: 114,115):

"punto de encuentro entre una posición, que es a la vez geográfica, jerárquica y funcional, y un nivel profesional, que se refiere a competencia, formación y remuneración. Comporta un conjunto de actividades relacionadas con ciertos objetivos. Y supone en su titular ciertas aptitudes generales, ciertas capacidades concretas y ciertos conocimientos prácticos relacionados con las maneras internas de funcionar y con los modos externos de relacionarse"

Concepto De Analisis De Puesto De Trabajo Aclaraciones Terminologicas

Chris Thaiss, Gerd Bräuer



Concepto De Analisis De Puesto De Trabajo Aclaraciones Terminologicas:

La Imagen de Empresa Paul Capriotti,1992 **Mujeres y empleo** Benjamín García Sanz, Angeles Valero Lobo, Instituto de la Mujer (Spain),1997 En Instituto de la Mujer haci ndose part cipe de los objetivos marcados por el cuarto programa de acci n comunitaria para la igualdad de oportunidades entre hombres y mujeres 1996 2000 as como de las recomendaciones de la IV Conferencia Mundial sobre Mujeres Pekin 1995 ha realizado diversas actuaciones dentro del marco del III Plan de Igualdad de oportunidades entres hombres y mujeres 1997 2000 para fomentar la presencia femenina en el mercado laboral y favorecer un cambio estructural en el mundo empresarial Ejemplo de ello es la exposici n cuyo cat logo presentamos que muestra el papel que han desempe ado y el que pueden representar en un futuro las mujeres en el mundo del trabajo Esta exposici n se ha celebrado en noviembre de 1997 Se incluye un folleto informativo *La eclesiología de Juan de Ragusa O.P. (1390/95-1443)* J. Santiago Madrigal Terrazas,1995 *Jürgen Habermas* Stefan Müller-Doohm,2020-03-23 Palad n de la modernidad y maestro de la comunicaci n polemista de Fr ncfort y conciencia moral p blica de la cultura pol tica tales son algunos de los ep tetos de los que se ha hecho merecedor J rgen Habermas Con raz n se ha dicho de l que no solo es el fil sofo vivo m s famoso del mundo sino que su propia fama es famosa Pero si su figura como pensador resulta noticiable y hasta puede parecer fascinante es porque supo abandonar una y otra vez el mbito protegido de la vida acad mica para intervenir en los debates de la esfera p blica Es la irritabilidad dice el propio Habermas de s mismo lo que convierte a un sabio en intelectual Reconstruir el intrincado entrelazamiento entre el oficio del fil sofo y te rico social y el oficio del intelectual p blico es el objeto de esta biograf a Por ello sus p ginas no se limitan a narrar de la mano de los textos del propio Habermas la gestaci n y maduraci n de una obra filsofica ingente a trav s de sus distintas etapas que han supuesto la elaboraci n de una teor a de la acci n comunicativa plasmada en un lenguaje y un estilo de pensar inconfundibles Revelan adem s la entra a de ese colosal esfuerzo de comprensi n te rica en el af n de sentar las bases de una cultura pol tica democr tica y deliberativa De ah la presencia en esta biograf a de las controversias que han agitado la opini n p blica alemana e internacional como la pol mica de 1953 sobre Heidegger las protestas estudiantiles de 1967 la disputa de los historiadores de 1986 los distintos debates sobre el rearme y la desobediencia civil la reunificaci n alemana la Uni n Europea el asilo pol tico la tecnolog a gen tica el conflicto de Kosovo o las guerras del Golfo o la discusi n que se prolonga hasta hoy sobre el lugar de la religi n en la sociedad postsecular La raz n comunicativa recuerda Habermas es ciertamente una tabla insegura y vacilante pero no se ahoga en el mar de las contingencias aun cuando tal estremecimiento en alta mar sea el nico modo como puede dominar las contingencias Una biograf a del fil sofo alem n de 90 a os permite rastrear las grandes pol micas intelectuales del ltimo medio siglo Su defensa de los valores de la Ilustraci n y su cr tica a la amnesia respecto al pasado nazi han hecho de l una conciencia moral de Europa Babelia La vida y la obra del pensador germano Habermas es fiel reflejo del devenir de Europa y en concreto de Alemania Una biograf a repasa su pensamiento y su trayectoria no exentos de pol mica C sar

Antonio Molina en ABC Cultural Una espléndida biografía del ya nonagenario filósofo y sociólogo alemán epígono de la Escuela de Frankfurt y uno de los más importantes pensadores actuales Una obra de referencia sobre este gran referente de la filosofía y la sociología actuales La Razón La biografía de Jürgen Habermas vuelve a exhibir ante los ojos del lector todos los grandes debates de las últimas décadas y en los que el filósofo dejó una impronta decisiva como la disputa de los historiadores el conflicto sobre la guerra de Kosovo o en fin sobre la política de Europa Alexander Camman Die Zeit Pocos tendrán algo que objetar al veredicto de que Habermas ha logrado tanto en su obra filosófica como en su papel de intelectual público un lugar de perdurable importancia que sobrepasa el de cualquier otro pensador de nuestro tiempo La definitiva nueva biografía de Stefan Müller Doohm expone las pruebas que avalan esta conclusión con gran cuidado y enorme simpatía hacia su protagonista The Nation

Handbook of Latin American Studies, 1982 Contains records describing books book chapters articles and conference papers published in the field of Latin American studies Coverage includes relevant books as well as over 800 social science and 550 humanities journals and volumes of conference proceedings Most records include abstracts with evaluations

La metrópolis en la novela negra española actual Cristina Jiménez-Landi Crick, 2017 Partiendo de la novela negra como especialmente apta para ofrecer una imagen subversiva o alternativa de la ciudad este trabajo analiza la representación de Madrid y Barcelona en novelas negras españolas aparecidas entre la Transición y las primeras décadas del siglo XXI La autora crea y estudia para ello la topografía del crimen compuesta de aquellos espacios que se corresponden con las convenciones o características de este tipo de obras teniendo en cuenta no sólo la influencia de la urbe en ellas sino también el papel del género y sus elementos característicos en la formación de la imagen literaria de la ciudad

UN MODELO DE MINERÍA CONTEMPORÁNEA FERRERO BLANCO, M^a DOLORES, 2017-04-11 Se trata del primer estudio que se realiza en la provincia de Huelva referido a minería en que se abarca toda la provincia y todo el período contemporáneo hasta la actualidad Se entiende tal como se enuncia en el título desde el colonialismo 12 s XIX a la mundialización del capital finales s XX y se estudia en esa trayectoria lo que se ha considerado más relevante del proceso haciendo hincapié en una serie de notas que lo definen También se mencionan especialmente las compañías nacionales y extranjeras a fin de relacionar ambos tipos de intervenciones

Cómo investigar y escribir en ciencias sociales Hugo Enrique Sáez A., 2008

Panorama de la educación 2008 Indicadores de la OCDE OECD, 2009-01-29 This 2008 edition of Education at a Glance OECD Indicators provides a rich comparable and up to date array of indicators on the performance of education systems in OECD countries and represents the consensus of professional thinking on how to

Todos somos godos. Las relaciones hispano-suecas desde la década de 1640 hasta la Paz de Oliva Enrique Johan Corredera Nilsson, 2009-10

El español, lengua de cultura, lengua de traducción Nicolás Campos Plaza, 2005

Serie B--Estudios comparativos, 1988

The Powers of Literacy (RLE Edu I) Bill Cope, Mary Kalantzis, 2014-06-17 Literacy remains a contentious and polarized educational media and political issue What has emerged from the continuing debate is a recognition that literacy in

education is allied closely with matters of language and culture ideology and discourse knowledge and power Drawing perspectives variously from critical social theory and cultural studies poststructuralism and feminisms sociolinguistics and the ethnography of communication social history and comparative education the contributors begin a critical interrogation of taken for granted assumptions which have guided educational policy research and practice *Writing Programs Worldwide* Chris Thaiss, Gerd Bräuer, 2012-07-30 WRITING PROGRAMS WORLDWIDE offers an important global perspective to the growing research literature in the shaping of writing programs The authors of its program profiles show how innovators at a diverse range of universities on six continents have dealt creatively over many years with day to day and long range issues affecting how students across disciplines and languages grow as communicators and learners *El Constitucionalismo en las postrimerías del siglo XX.: La Constitución mexicana 70 años después*, 1988 *The Nature of 'A Work'* Richard P. Smiraglia, 2001-09-10 Living legend Smiraglia has written the first book devoted exclusively to exploring the concept that is commonly referred to as a bibliographic Work In bringing together material from both inside and outside the discipline of information studies he traces the continuing development of catalogs search engines and other kinds of information retrieval tools the better to understand the maze of editions and revisions and translations that make up the evolution of a Work Two appendixes contain charts demonstrating the evolution of concepts and definitions of a Work a third contains a summary of the sampling technique employed to generate the data in chapter 5 Defining the Work in Quantitative Terms and chapter 6 The Constitution of Bibliographic Families **The Idea of Socialism** Axel Honneth, 2016-12-27 The idea of socialism has given normative grounding and orientation to the outrage over capitalism for more than 150 years and yet today it seems to have lost much of its appeal Despite growing discontent many would hesitate to invoke socialism when it comes to envisioning life beyond capitalism How can we explain the rapid decline of this once powerful idea And what must we do to renew it for the twenty first century In this lucid political philosophical essay Axel Honneth argues that the idea of socialism has lost its luster because its theoretical assumptions stem from the industrial era and are no longer convincing in our contemporary post industrial societies Only if we manage to replace these assumptions with a concept of history and society that corresponds to our current experiences will we be able to restore confidence in a project whose fundamental idea remains as relevant today as it was a century ago the idea of an economy that realizes freedom in solidarity The Idea of Socialism was awarded the Bruno Kreisky Prize for the Political Book of 2015 **(Multi) Media Translation** Yves Gambier, Henrik Gottlieb, 2001-01-01 This work considers the impact of technology on our command of foreign languages and the effects that our lack of linguistic skills have on technology even though modern communications technology implies multilingualism yet at the same time paves the way for the development of a lingua franca The challenges are not only industrial political social administrative judicial ethical they are also cultural and linguistic This volume is a collection of essays and the edited results of some of the presentations and debates from two international forums on the subject

Factors in a Theory of Poetic Translating Robert de Beaugrande,1978-01-01
Property Hans-Hermann Hoppe,2006

Economics and Ethics of Private

Reviewing **Concepto De Analisis De Puesto De Trabajo Aclaraciones Terminologicas**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "**Concepto De Analisis De Puesto De Trabajo Aclaraciones Terminologicas**," an enthralling opus penned by a highly acclaimed wordsmith, readers set about an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book's central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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