



# PLANEACIÓN ESTRATÉGICA DE RECURSOS HUMANOS

# La Planificación De Los Recursos Humanos

**Jesús Granjo Aguilar**



## **La Planificación De Los Recursos Humanos:**

Planificación de los recursos humanos, 2007-05-23 Una de las responsabilidades fundamentales del departamento de Recursos Humanos de una empresa tiene que ver con la planificación de la plantilla para que las dimensiones y características de esta puesta en perspectiva temporal satisfagan siempre todas las necesidades de la producción Este libro muestra que con la mira puesta en este objetivo además del análisis y ajuste de los propios procesos productivos son vitales unos buenos análisis descriptivos y valoración de los puestos de trabajo Índice 1 Planificación estratégica de los Recursos Humanos 2 Análisis y descripción de puestos de trabajo 3 Valoración de puestos de trabajo 4 Tipología de los procesos productivos *Planificación y aplicaciones creativas de recursos humanos* Elmer H. Burack, 1990 INDICE La planificación de empresa y estratégica y su integración con la planificación de recursos humanos Organización y planificación de tareas en una organización productiva La cultura corporativa vista estratégicamente Directivos definiendo funciones y actuaciones orientadas al éxito Planificación estratégica de la sucesión y desarrollo directivo Sistemas para el desarrollo estratégico directivo La planificación de resultados la gestión y el marco estratégico Métodos de desarrollo directivo Desarrollo de carrera directiva Bienestar estró y envejecimiento Una visión estratégica de la información y los ordenadores Estrategias de puesta en práctica Un programa resultante para el desarrollo estratégico directivo Manual de Recursos Humanos Federico Gan Bustos, Gaspar Berbel Giménez, 2011-06-23 El presente manual es dirigido a cualquier persona que se ocupe o preocupe del desarrollo del capital humano factor humano o recursos humanos dentro de las organizaciones en la consultoría en la formación de y para profesionales y en el estudio e investigación en ámbitos organizativos **Una introducción a la planificación de los recursos humanos en países en desarrollo** Andras Uthoff B., Ernesto M. Pernia, 1986 **Mejorando El Desempeño de Las Organizaciones** Charles Lusthaus, 2001 Mejorando el desempeño de las organizaciones Método de autoevaluación **Recursos humanos en empresas de turismo y hostelería** Alberto Jorge Acosta, 2002 **Administración de Recursos Humanos. II Parte**, **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

**Bases para la planificación de los recursos humanos en Ecuador**, 1980

*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

**Empleo y prestación de servicios en la administración pública**

María de Sande Pérez-Bedmar, 2006

**Dirección y gestión de recursos humanos** Luis Puchol, Luis Puchol

Moreno, 2007-10-20 Este libro ha sido redactado desde una triple perspectiva interdisciplinaria la de la Picosociología Industrial la del Derecho del Trabajo y la del Management Con un estilo fácil y desenvuelto no exento de humor el libro aborda los siguientes capítulos la Función de Recursos Humanos en la empresa Perspectiva y prospectiva La planificación de Recursos Humanos La función de empleo Procesos aditivos La compensación La evaluación del desempeño La comunicación interna en la empresa Al final de cada capítulo uno o dos casos relacionados con el tema Cierra el libro un apartado de fichas referentes a autores teorías escuelas organizacionales etc mencionadas en el texto y un glosario de los términos psicológicos jurídicos económicos empleados en el libro INDICE La función de Recursos Humanos en la empresa Perspectiva y prospectiva La planificación de Recursos Humanos Una técnica básica La función de empleo Procesos aditivos La función de empleo Procesos sustractivos Formación y desarrollo F D La compensación La evaluación del desempeño La comunicación interna Salud y seguridad laborales

Dirección práctica de recursos humanos Andrés Mínguez Vela, 2006

**Administración de**

**Empresas. Profesores de Enseñanza Secundaria. Volumen II. E-book**, 2003-06-24

**Manual de recursos humanos**

Daniel Patricio Jiménez, 2007-10-26

**Recursos humanos** Tomàs Rubió Sánchez, 2016-10-24 Recursos humanos Dirección y

gestión de personas en las organizaciones resume a modo de manual los temas relevantes para aquellos profesionales que tengan interés y deseen prepararse para entender ese amplio campo del conocimiento El eje de su contenido son los planteamientos consolidados que se consideran necesarios para poder actuar en la praxis habitual de las empresas Buscando el equilibrio entre simplicidad y rigurosidad se analizan temas tan distintos como estrategia motivación liderazgo clima y cultura organizacional comunicación selección profesional formación y desarrollo gestión competencial análisis y valoración de puestos sistemas de recompensas relaciones laborales evaluación de resultados etc y se observan sus interrelaciones La dirección de las personas tiene como objetivo fundamental alinear las aportaciones de cada profesional con la estrategia establecida por la organización Con ese propósito la gestión de los recursos humanos se convierte en un factor proactivo y clave para desarrollar el talento la creatividad y las competencias de cada colaborador en un marco de empresa socialmente responsable y paralelamente avanzar eficientemente en un entorno de fuerte competencia dentro de un mercado globalizado Con un lenguaje asequible y un enfoque basado en la experiencia esta obra está estructurada en una serie de capítulos que desarrollan las diferentes áreas de trabajo función estratégica psicología organizacional gestión por competencias planificación de programas procesos de actuación relaciones laborales y herramientas de evaluación de resultados El éxito de una empresa

siempre est soportado por una eficiente forma de gestionar el talento captar y mantener Afortunadamente esta afirmaci n est cada vez m s presente en la mente de los empresarios y directivos que a su vez disponen de nuevos recursos tecnol gicos y de conocimiento para influir en la motivaci n de la plantilla Selecci n por competencias Martha Alicia Alles,2006 Dentro de un contexto en el que debido a una multiplicidad de factores es cada dia mas difcil encontrar las personas que se buscan para cubrir las mas diversas posiciones se hace imprescindible contar con una metodologia de seleccion profesional y actualizada Seleccion por competencias es una obra conceptual y practica pensada como libro de texto para carreras de grado y de posgrado y al mismo tiempo como instrumento de ayuda y consulta para un director ejecutivo o propietario de empresa que desee conocer el mejor camino para elegir colaboradores **Cómo hacer un Plan Estratégico de Recursos Humanos.** Jesús Granjo Aguilar,2008-12 Este libro aporta a la Direcci n y a los profesionales de Recursos Humanos metodolog as t cnicas y herramientas que les permiten dise ar en todas sus fases un Plan Estrat gico totalmente aplicable sobre el terreno con la misma o si cabe mayor profundidad y rigor con que lo hacen las Direcciones Comerciales de Marketing o la propia Direcci n General Con este Plan Estrat gico Recursos Humanos va a transmitir a todos sus equipos y a toda la empresa su Visi n su Misi n y su Plan Estrat gico para los pr ximos a os demostrando que tambi n puede hacer suyas las herramientas de an lisis diagn stico y dise o estrat gico que hasta ahora han sido de uso exclusivo en las Direcciones Generales y de Marketing Todas las metodolog as que aqu se exponen se est n aplicando en las empresas l deres tanto por los equipos de Recursos Humanos como por consultores externos evidenciando que los profesionales de Recursos Humanos est n orientados al negocio al mercado y a sus clientes y que son el eslab n de la cadena que es capaz de aportar en estos tiempos el valor a adido m s alto para su empresa Planificaci n y presupuesto por programas Gonzalo Martner,2004-06-30 **El Futuro de la Direcci n de Recursos Humanos** Dave Ulrich,Michael R. Losey,Gerry Lake,2007-11 48 de los mas clarividentes e imaginativos ejecutivos consultores y expertos de RR HH de todo el mundo ofrecen su vision del futuro y proponen recomendaciones y acciones que ayudaran a preparar el futuro Cada una de las seis partes de la obra recomienda una meta estrategica disenada para implementar la productividad eficiencia y adaptacion de los RR HH Cada capitulo analiza obstaculos y formula taticas disenadas para conseguir estas metas

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