

RATIOS ECONÓMICOS

CONCEPTO	DEFINICIÓN	SIGLAS
ROTACIÓN ACTIVO CIRCULANTE	$\frac{\text{Ventas}}{\text{Total de activos}}$	$\text{RAC} = \frac{V}{\text{TA}} \times 100$
RENTABILIDAD ECONÓMICA	$\frac{\text{Beneficio neto}}{\text{Activo real}}$	$\text{REC} = \frac{\text{BN}}{\text{AR}} \times 100$
RENTABILIDAD FINANCIERA	$\frac{\text{Rd. Antes impuestos}}{\text{Recursos propios netos}}$	$\text{RF} = \frac{\text{RAI}}{\text{Patrm. neto}} \times 100$

Ratios De Eficiencia En La Captacion Del Talento

Rob Silzer, Ben E. Dowell



Ratios De Eficiencia En La Captacion Del Talento:

Auditoría emocional de la organización Luis Barrio Tato, Sandra Barrio Carvajal, 2020-09-17 En esta obra se aborda una visión integral del control interno en la empresa incorporando la perspectiva de la gestión emocional que aporta un enfoque novedoso desde la práctica de la economía conductual en la que adquiere importancia la investigación sobre la inteligencia emocional y el papel del factor humano en la gestión de las organizaciones La fusión de los conceptos de la metodología COSO en control interno y de la inteligencia emocional de Goleman permite examinar la influencia de las competencias emocionales en la gestión de riesgos lo que añade valor a la evaluación del control interno y al trabajo del auditor En el libro se revisan los conceptos básicos de inteligencia emocional y control interno así como el de riesgo de la organización en el marco ERM con especial atención a los riesgos profesionales y los daños en el trabajo También se expone el concepto de riesgo emocional desde un punto de vista innovador en el estudio del control interno de la empresa y se propone un modelo de auditoría emocional que incluye cuadros cuestionarios indicadores y esquemas que contribuyen al aspecto práctico de esta obra Finalmente se estudia la gestión emocional en el control del fraude teniendo en cuenta sus aspectos motivacionales para concluir con la presentación de nuevos roles del auditor y de otros profesionales que pueden surgir a la luz de la implementación de la gestión emocional en la organización

Una introducción a los Recursos Humanos en la era digital: fundamentos y perspectivas tecnológicas José Manuel de Haro García, En un mundo donde la tecnología redefine constantemente el panorama laboral comprender la intersección entre los recursos humanos y la innovación digital se ha vuelto esencial Este libro nace de la necesidad de proporcionar una visión actualizada y práctica de la gestión del talento en la era de la transformación digital dirigida especialmente a estudiantes de carreras técnicas y científicas pero también a otro tipo de estudiantes y profesionales interesados en adquirir una base sólida en recursos humanos El texto ofrece una introducción completa y accesible a los fundamentos de la gestión de recursos humanos contextualizada en el entorno tecnológico actual A lo largo de sus páginas el lector descubrirá cómo las funciones tradicionales de RR HH están evolucionando gracias a la incorporación de nuevas tecnologías y cómo estas herramientas están redefiniendo la forma en que las organizaciones atraen desarrollan y retienen el talento Esta obra está diseñada para satisfacer las necesidades de diversos perfiles Estudiantes de carreras técnicas y científicas como ingeniería o informática que cursan la asignatura de Sistemas de información de recursos humanos y que buscan comprender cómo sus habilidades técnicas se aplican en el ámbito de los recursos humanos Estudiantes de MBA y másteres en gestión de recursos humanos que necesitan una visión integrada de las prácticas de RR HH y las últimas innovaciones tecnológicas Profesionales que inician su carrera en recursos humanos y desean adquirir una base sólida con un enfoque moderno y tecnológico Profesionales de otras áreas interesados en comprender los fundamentos de RR HH en el contexto digital actual Ejecutivos y líderes que buscan actualizar sus conocimientos sobre la gestión del talento en la era digital El libro se estructura en dos partes principales La primera parte Las funciones de recursos humanos abarca los

pilares fundamentales de la disciplina Desde la planificación estratégica hasta el desarrollo del talento esta sección proporciona una base sólida en los procesos clave de RR HH siempre con una mirada hacia cómo la tecnología está influenciando cada área La segunda parte Tecnologías y recursos humanos se sumerge en la revolución digital que está transformando el campo Aquí exploramos los sistemas de información en RR HH las aplicaciones informáticas más relevantes y el impacto disruptivo de la inteligencia artificial en la gestión del talento Lo que hace único a este libro es su enfoque práctico y su perspectiva tecnológica Cada capítulo está diseñado para proporcionar no solo conocimientos técnicos sino también ideas sobre cómo las herramientas digitales están siendo aplicadas en situaciones reales de RR HH Para los estudiantes este enfoque ofrece una valiosa conexión entre su formación técnica y el mundo de la gestión de personas Para los profesionales representa una oportunidad de actualización en un campo en constante evolución Al finalizar la lectura el lector habrá adquirido una comprensión integral de cómo la tecnología está moldeando el futuro de los recursos humanos estando mejor preparado para enfrentar los desafíos y aprovechar las oportunidades que presenta la era digital en el ámbito de la gestión del talento Este libro es una invitación a explorar el emocionante futuro de los recursos humanos donde la tecnología y el talento convergen para crear organizaciones más eficientes innovadoras y centradas en las personas

España 2010 Alfonso Jiménez, Manuel Pimentel, Mentxu Echeverría, 2002 España 2010 mercado laboral es una obra que explora los cambios que se están produciendo en el mercado laboral y sus consecuencias empresariales La obra parte de un hecho incuestionable en los próximos 20 años cada año llegará al mercado laboral menos españoles que el año anterior Esto generará un mercado de oferta escasa en el que el recurso humano la persona será un bien cada día menos abundante Las empresas tendrán que modificar muchas de sus estrategias de gestión de personas para adecuarse a dichos cambios Toda la gestión tendrá que orientarse a gestionar un recurso más escaso y sobre todo más libre Ser necesario reilusionar los proyectos empresariales día a día a ser necesario hacer cosas que antes no eran tan imprescindibles y ser fundamental nuevos líderes capaces de apasionar con sus proyectos a hombres y mujeres más heterogéneos y más libres de su destino profesional La España de 2010 muestra grandes cambios en el escenario del mercado laboral con algunos problemas pero sobre todo muchas oportunidades para aquellos que lean a tiempo la nueva realidad y se adapten a ella

INDICE RESUMIDO El mercado laboral español 1990 2000 El mercado laboral español 2000 2010 Desvincularse del mercado laboral El dilema de la jubilación La decisión de jubilación en España Implicaciones empresariales en el sector servicios Implicaciones empresariales en el sector bancario financiero Implicaciones empresariales en el sector de la construcción Implicaciones empresariales en el sector del ocio Implicaciones empresariales en el sector de bienes de consumo Implicaciones empresariales en el sector de la consultoría La necesidad de un nuevo entorno jurídico laboral La intermediación laboral La creación de un nuevo paradigma en RR HH Cómo atraer entusiasmar y retener al talento Gestión operativa de los equipos de trabajo Más allá del liderazgo Retribución Enfocarse en el empleado Cultura Employer Branding el valor de la marca interna *Governance is Governance* Kenneth Nelson Dayton, Independent Sector

(Firm),1998 Strategy-Driven Talent Management Rob Silzer,Ben E. Dowell,2009-11-23 Organizations today understand that superior talent can create competitive business advantage Executives are working with human resource managers and talent professionals to significantly improve their organization s ability to attract develop deploy and retain the talent needed to achieve the organization s strategies Effective CEOs and senior leaders are realizing that strong talent resources are as critical to business success as financial resources This book in the SIOP Professional Practice Series provides an up to date review and summary of current and leading edge talent management practices in organizations A comprehensive book Strategy Driven Talent Management brings together an outstanding group of leading practitioners who present state of the art ideas best practices and guidance on how to recruit select assimilate develop and retain exceptional talent and integrate talent management efforts with organizational strategy Written for human resource professionals industrial organizational psychologists and corporate executives this key resource is a clear must read guide to the emerging field of strategic talent management Strategy Driven Talent Management shows how to build competitive advantage through an integrated and strategic talent management program summarizes what it takes to attract develop deploy and retain the best talent for the strategic needs of an organization reviews critical issues such as managing talent in global organizations and measuring the effectiveness of talent management programs includes case examples and CEO interviews from leading edge companies such as PepsiCo Microsoft Home Depot Cargill and Allstate which reveal how each of these organizations drives talent management with their business strategies This essential must have HR resource offers insight into the future of strategic talent management an extensive annotated bibliography and suggestions for preparing the next generation of organizational leaders

Serving Citizens Juan Carlos Cortázar Velarde,Mariano Lafuente,Mario Sanginés,Christian Schuster,Koldo Echebarría,Francisco Longo,Luciano Strazza,Mercedes Iacoviello,2014-09-19 This book focuses on civil service reform within the central administration in Latin America It analyzes updated versions of the country assessments carried out by the Inter American Development Bank in 2004 in 16 countries and presents a comparative analysis of the ways in which the countries have evolved during the last decade The methodology is based on the principles of the Ibero American Charter for Public Service In addition it draws lessons from reform processes identifying strategies for civil service modernization in the region Finally the book proposes a possible future agenda to continue the efforts to further professionalize the civil service in Latin America

Compensation and Organizational Performance Luis R. Gomez-Mejia,Pascual Berrone,Monica Franco-Santos,2014-12-18 This up to date research oriented textbook focuses on the relationship between compensation systems and firm overall performance In contrast to more traditional compensation texts it provides a strategic perspective to compensation administration rather than a functional viewpoint The text emphasizes the role of managerial pay its importance determinants and impact on organizations It analyzes recent topics in executive compensation such as pay in high technology firms managerial risk taking rewards in family companies and the link between compensation and social

responsibility and ethical issues among others The authors provide a thorough and comprehensive review of the vast literatures relevant to compensation and revisit debates grounded in different theoretical perspectives They provide insights from disciplines as diverse as management economics sociology and psychology and amplify previous discussions with the latest empirical findings on compensation its dynamics and its contribution to firm overall performance *Trade and Development Report* United Nations Conference On Trade And Development Staff, United Nations Conference on Trade & Development, 2002-09 This report of the United nations conference on trade and development examines current performances and prospects in this world economy

Financial Soundness Indicators International Monetary Fund, 2006-04-04 Financial Soundness Indicators FSIs are measures that indicate the current financial health and soundness of a country's financial institutions and their corporate and household counterparts FSIs include both aggregated individual institution data and indicators that are representative of the markets in which the financial institutions operate FSIs are calculated and disseminated for the purpose of supporting macroprudential analysis the assessment and surveillance of the strengths and vulnerabilities of financial systems with a view to strengthening financial stability and limiting the likelihood of financial crises Financial Soundness Indicators Compilation Guide is intended to give guidance on the concepts sources and compilation and dissemination techniques underlying FSIs to encourage the use and cross country comparison of these data and thereby to support national and international surveillance of financial systems

How to Measure Human Resources Management Jac Fitz-enz, 1995 This updated edition should help human resources managers respond to organizational change and justify their own existence It provides a quantifiable method for accurately measuring the productivity of all major personnel functions By focusing on such practices as benchmarking and HR information systems the text offers HR managers both the knowledge and the guidance to demonstrate that their function is being efficiently managed and is contributing to the productivity and effectiveness of the organization *The Future of the Corporation* PLM (Firm), 1974 Papers from a conference sponsored by PLM in Malmo Sweden June 1970 Includes bibliographical references

El Emprendimiento en América Latina Daniel Lederman, Julian Messina, Samuel Pienknagura, Jamele Rigolini, 2014-07-01 El emprendimiento es un determinante fundamental del crecimiento y la creación de empleo Pese a que los emprendedores abundan en América Latina y el Caribe las empresas de la región son más pequeñas y menos propensas a crecer e innovar que las de otras regiones El crecimiento de la productividad lleva d'cadas siendo mediocre y el reciente período de auge de las materias primas no ha supuesto una excepción Así pues la presencia de emprendedores dinámicos sería necesaria para impulsar la creación de puestos de trabajo de calidad y la aceleración del crecimiento de la productividad en la región En El emprendimiento en América Latina muchas empresas y poca innovación se estudia el panorama del emprendimiento en América Latina y el Caribe El libro recurre a nuevas bases de datos que abordan cuestiones como la creación de empresas las dinámicas empresariales las decisiones de exportar y el comportamiento de las corporaciones multinacionales y sintetiza los

resultados de un análisis exhaustivo del estatus las perspectivas y los retos del emprendimiento en la región Asimismo el libro suministra herramientas y información para ayudar a los profesionales y responsables de las políticas a identificar los ámbitos de las mismas que los gobiernos pueden explorar para impulsar la innovación e incentivar el emprendimiento transformador con potencial de crecimiento elevado

Strategic Management Fred R. David, 2009 KEY BENEFIT David's Strategic Management offers a skills oriented practitioner perspective that has been updated with modern cases to reflect current research and strategy This text covers strategy formulation issues such as business ethics global vs domestic operations vision mission matrix analysis partnering joint venturing competitive analysis and includes a brand new cohesion case on the Walt Disney Company For management professionals small business owners and others involved in business

Balanced Scorecard Step-by-Step Paul R. Niven, 2002-10-15 This book explains how an organization can measure and manage performance with the Balanced Scorecard methodology It provides extensive background on performance management and the Balanced Scorecard and focuses on guiding a team through the step by step development and ongoing implementation of a Balanced Scorecard system Corporations public sector agencies and not for profit organizations have all reaped success from the Balanced Scorecard This book supplies detailed implementation advice that is readily applied to any and all of these organization types Additionally it will benefit organizations at any stage of Balanced Scorecard development Regardless of whether you are just contemplating a Balanced Scorecard require assistance in linking their current Scorecard to management processes or need a review of their past measurement efforts Balanced Scorecard Step by Step provides detailed advice and proven solutions

The Four Steps to the Epiphany Steve Blank, 2020-03-17 The bestselling classic that launched 10 000 startups and new corporate ventures The Four Steps to the Epiphany is one of the most influential and practical business books of all time The Four Steps to the Epiphany launched the Lean Startup approach to new ventures It was the first book to offer that startups are not smaller versions of large companies and that new ventures are different than existing ones Startups search for business models while existing companies execute them The book offers the practical and proven four step Customer Development process for search and offers insight into what makes some startups successful and leaves others selling off their furniture Rather than blindly execute a plan The Four Steps helps uncover flaws in product and business plans and correct them before they become costly Rapid iteration customer feedback testing your assumptions are all explained in this book Packed with concrete examples of what to do how to do it and when to do it the book will leave you with new skills to organize sales marketing and your business for success If your organization is starting a new venture and you're thinking how to successfully organize sales marketing and business development you need The Four Steps to the Epiphany Essential reading for anyone starting something new The Four Steps to the Epiphany was originally published by K S Ranch Publishing Inc and is now available from Wiley The cover design and content are the same as the prior release and should not be considered a new or updated product

97 Things Every Engineering Manager Should Know Camille

Fournier,2019-11-21 Tap into the wisdom of experts to learn what every engineering manager should know With 97 short and extremely useful tips for engineering managers you ll discover new approaches to old problems pick up road tested best practices and hone your management skills through sound advice Managing people is hard and the industry as a whole is bad at it Many managers lack the experience training tools texts and frameworks to do it well From mentoring interns to working in senior management this book will take you through the stages of management and provide actionable advice on how to approach the obstacles you ll encounter as a technical manager A few of the 97 things you should know Three Ways to Be the Manager Your Report Needs by Duretti Hirpa The First Two Questions to Ask When Your Team Is Struggling by Cate Huston Fire Them by Mike Fisher The 5 Whys of Organizational Design by Kellan Elliott McCrea Career Conversations by Raquel V lez Using 6 Page Documents to Close Decisions by Ian Nowland Ground Rules in Meetings by Lara Hogan **Personnel Management** Gary Dessler,1988 **Managing Technology in Higher Education** A. W. (Tony) Bates,Albert Sangra,2011-05-31 Universities continue to struggle in their efforts to fully integrate information and communications technology within their activities Based on examination of current practices in technology integration at 25 universities worldwide this book argues for a radical approach to the management of technology in higher education It offers recommendations for improving governance strategic planning integration of administrative and teaching services management of digital resources and training of technology managers and administrators The book is written for anyone wanting to ensure technology is integrated as effectively and efficiently as possible *The Employee Experience* Tracy Maylett,Matthew Wride,2017-01-10 Ever notice how companies with the best service also have the happiest employees That s no accident Do you want to build a strong successful organization Start by ignoring your customers Really Instead focus first on creating a better employee experience or EX Your employees interact with customers make them smile and carry your brand message from the warehouse to the front lines If your employees are having a great experience so will your customers In *The Employee Experience* employee engagement pioneers Tracy Maylett and Matthew Wride reveal the secrets not only to attracting and retaining top talent but to building a deeply engaged workforce the foundation of organizational success With deep insights into the dynamics of trust and mutual expectations this book shows that before you can deliver a transcendent customer experience CX you must first build a superlative EX With real world examples and more than 24 million employee survey responses Maylett and Wride reveal a clear consistent pattern among the world s most successful organizations By establishing a clear set of expectations and promises collectively known as the Contract and upholding it consistently employers can build the trust that leads to powerful engagement Whether in business healthcare education sports or nonprofit these organizations are consistently more successful and more profitable enjoy sustainable growth and win the battle to keep today s rarest resource talented people Blending rigorous research detailed case studies in depth interviews and expert insights *The Employee Experience* will teach you to Make the employee experience a core part of your

strategy Understand employee expectations and bridge the Expectation Gap Establish rock solid Brand Transactional and Psychological Contracts that breed trust and confidence Build an employee employer partnership in creating something extraordinary Turn employee engagement into fuel for customer satisfaction profit and growth Attracting talent retaining top performers and creating an environment in which employees choose to engage drives results The Employee Experience shows you where truly extraordinary organizations begin and how to build one TRACY MAYLETT Ed D SPHR SHRM SCP is the CEO of DecisionWise where he currently advises leaders across the globe in leadership change and employee engagement Maylett holds a doctorate from Pepperdine University and an MBA from BYU He is a recognized author and teaches in the Marriott School of Management at Brigham Young University MATTHEW WRIDE JD PHR is the COO of DecisionWise With an extensive business background Wride brings a fresh approach to organization development and leadership consulting He is passionate about helping leaders create winning employee experiences Wride holds a JD from Willamette University and a master s degree from the University of Washington For over two decades DecisionWise has advised organizations and leaders in more than seventy countries on leadership assessment talent organization development and the employee experience Visit us online at www.decisionwise.com

Perspectives on Intellectual Capital Bernard Marr, 2012-06-14 Perspectives on Intellectual Capital bridges the disciplinary gaps and facilitates knowledge transfer across disciplines featuring views on intellectual capital from the fields of accounting strategy marketing human resource management operations management information systems and economics It also offers interdisciplinary views on intellectual capital from the perspectives of public policy knowledge management and epistemology By analyzing the various perspectives Editor Bernard Marr is able to present a truly comprehensive understanding of what intellectual capital is including the state of the art thinking about it in each discipline the common key trends and the trajectories for future developments learning and practice Contributors include many of the leading thinkers in their respective disciplines Mie Augier and David Teece on the Economic Perspective Bernard Marr and Goran Roos on the Strategy Perspective Baruch Lev Leandro Canibano and Bernard Marr on the Accounting Perspective Sudi Sudarsanam Ghulam Sorwar and Bernard Marr on the Finance Perspective Jan Mourtisen Per Nikolaj Bukh and Bernard Marr on the Reporting Perspective Lisa Fernstrom on the Marketing Perspective Ulf Johanson on the HR Perspective L Martin Clotier and E Richard Gold on the Legal Perspective Partick H Sullivan on the Intellectual Property Perspective Giovanni Schiuma Antonio Lerro and Daniela Carlucci on the Interfirm Perspective Ahmed Bounfour and Leif Edvinsson on the Public Policy Perspective J C Spender and Bernard Marr on a Knowledge Based Perspective Goran Roos on An Epistemology Perspective Foreword by Robert Grant Bernard Marr is a Research Fellow in the Centre for Business Performance at Cranfield School of Management UK and Visiting Professor University of Basilicata Italy

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