



Auditoria De Recursos Humanos

World Health Organization



Auditoria De Recursos Humanos:

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 estrs y envejecimiento Una visión estratégica de la información y los ordenadores Estrategias de puesta en práctica Un programa resultante para el desarrolloestratégico directivo DIRECCIÓN DE RECURSOS HUMANOS Y CONSULTORÍA Santiago Quijano,2006-10-20 ISO 9000 : 2000 Víctor Manuel Nava Carbellido,Ana Rosa Jiménez Valadez,2005 *Control de gestión social* Domingo Nevado Peña,1999 Manual de seguimiento y evaluación de los recursos humanos para la salud World Health Organization,2009 En muchos países la falta de personal es uno de los principales obstáculos al reforzamiento de la prestación de servicios de atención primaria de salud y otros tipos de servicios de salud incluidos los de índole curativa promocional preventiva y de rehabilitación Muchos países carecen actualmente de capacidad técnica para el seguimiento adecuado de su personal de salud a menudo los datos no son fiables o son obsoletos no se aplican definiciones comunes ni instrumentos analíticos de eficacia probada y se carece de la preparación y la experiencia necesarias para evaluar los problemas fundamentales de las políticas El presente Manual tiene el propósito de fortalecer esa capacidad técnica Brinda a los gestores de la salud los investigadores y los formuladores de políticas referencias estandarizadas y de c modo manejo para el seguimiento y la evaluación de los recursos humanos para la salud Reñe un marco analítico con opciones estratégicas para mejorar la información y los datos relativos a la fuerza laboral así como las experiencias de los países para poner de relieve los planteamientos que han dado buenos resultados El documento debe considerarse fruto de una labor continua que permitir conocer mejor los recursos humanos para la salud y contribuir de manera significativa al creciente arsenal de instrumentos e investigaciones aplicadas ideados para afrontar el reto de medir y mejorar los resultados de la fuerza laboral sanitaria fortalecer los sistemas de salud y en ltima instancia mejorar la salud de la población Recursos Humanos Miquel Porret Gelabert,2007 ndice Las organizaciones y las personas Los grupos y la motivación El liderazgo Reclutamiento y selección La formación La valoración del personal y la valoración de las tareas La retribución La competitividad del factor humano La adaptabilidad del factor humano El comportamiento organizacional El conflicto organizacional y la comunicación El control social de las organizaciones **Diccionario de Direccion de Empresas y Marketing** Miguel Angel Sastre Castillo,2009-12 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 *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

Recursos humanos champions Dave Ulrich, 1997 Este libro cambiar el papel de los profesionales en Recursos Humanos en las organizaciones y dar nueva forma a este campo en los años por venir Presenta la alternativa que habrá de enfrentar los especialistas definir el valor que crean para clientes empleados e inversores y establecer parámetros de desempeño o bien asumir la inevitable tercerización de su tarea Muestra a los managers cómo pueden colaborar para crear una organización capaz de cambiar aprender moverse y actuar más rápido que la competencia Para compañías que se esfuerzan para satisfacer los desafíos del hoy y del mañana incluyendo globalización tecnología rentabilidad a través del crecimiento y capacidad de adaptación el management de los recursos humanos representa la clave del éxito futuro Ulrich propone un cambio de mentalidad del clásico que hago al novedoso que comunico e identifica cuatro funciones diferentes que el personal de Recursos Humanos debe asumir con el fin de efectuar la transición las de socio estratégico experto administrativo además de empleados y agentes de cambio Con abundantes ejemplos extraídos de decenas de empresas que han logrado la transformación Recursos Humanos Champions provee herramientas listas para utilizar y muestra la forma de operar simultáneamente en las cuatro áreas mencionadas Ofrece recomendaciones específicas para los managers en Recursos Humanos y empresariales acerca de cómo establecer una asociación que agregue valor a sus organizaciones y las haga más competitivas Dave Ulrich es profesor en la Escuela de Negocios de la Universidad de Michigan donde dirige los programas de Educación para Ejecutivos en Recursos Humanos Es miembro de la Academia Nacional de Recursos Humanos y fue seleccionado por Business Week como uno de los diez mejores educadores en el mundo en temas de management y el mejor educador en Recursos Humanos Ha efectuado trabajos de consultoría e investigación para más de la mitad de las empresas de Fortune 2000 y es co autor de *The Boundaryless Organization* y *Organizational Capability*

Diccionario de términos de Recursos Humanos Martha Alles, 2012-01-01 Martha Alles es la autora más difundida en materia de Recursos Humanos Sus libros sirven hoy como textos de estudio en la mayoría de las universidades latinoamericanas El conjunto de sus obras conforma un todo armónico que permite la visión sistémica de una disciplina que está llamada a ser instrumento indispensable para que las organizaciones puedan enfrentar el principal desafío de las próximas décadas cómo gestionar el talento humano devenido en recurso estratégico escaso Como un complemento necesario para poder navegar con seguridad en ese vasto sistema Martha Alles nos presenta ahora su Diccionario de términos de Recursos Humanos La autora se da cuenta que en la disciplina que nos convoca existe una profusión de términos que muchas veces son usados con diferentes significados Por esta razón y para darle a cada uno de ellos un significado específico he preparado esta obra El libro está dirigido a especialistas que hoy trabajan en el área a estudiantes y profesores y a todos los interesados en temas relacionados con las personas no

necesariamente expertos en Recursos Humanos y ha sido pensado para el mundo hispanoparlante. Esto implica no solo Latinoam rica y Espa a sino tambi n al p blico de habla hispana de muchos otros pa ses entre ellos los Estados Unidos. Por lo cual los t rminos y sus definiciones no tienen un sabor local en particular. La obra cubre un objetivo preciso, novedoso y de gran utilidad pr ctica para los interesados en el mbito de los Recursos Humanos, ya que apunta a lograr que en un mundo cada vez m s interconectado, personas de diferentes latitudes puedan comunicarse de manera precisa y eficiente mediante el uso de un lenguaje t cnico unificado.

Gesti3n de personas Miquel Porret Gelabert, 2010-05-27. La obra recoge los aspectos actuales en la materia y lo hace desde una perspectiva moderna de lo que es la direcci3n y gesti3n de las personas en la empresa, procurando mantener un equilibrio entre la Psicolog a del Trabajo, el Derecho Laboral y la Organizaci3n de Empresas que confluyen indisolublemente en esta disciplina. El tratamiento que se le da es suficientemente descriptivo y gr fico para lograr una r pida comprensi3n de los temas que se exponen, convirtiendo a este manual en una gu a pr ctica para los profesionales con responsabilidad sobre otras personas en el mbito del trabajo para los investigadores y t cnicos del factor humano y por supuesto para los estudiantes tanto de las universidades como para los de las escuelas de negocios. El libro est constituido por dos partes. La primera trata lo que podr amos denominar la columna vertebral de la materia, estudiando la manera en que afecta la composici3n de las organizaciones al comportamiento de las personas que desarrollan su actividad en ellas, con especial referencia a las estructuras organizativas, a los grupos y a la motivaci3n, el liderazgo en sus variados aspectos actuales, enfoques y teor as, la selecci3n de las personas desde el punto de vista social y t cnico, as como la formaci3n y desarrollo profesional en la empresa, combinando enfoques tradicionales con los m s actuales, la valoraci3n del capital humano y de los puestos de trabajo, visto como herramienta que persigue la eficacia de las personas y por ltimo las compensaciones salariales y sus diversas formas de incentivar de manera equitativa a los empleados. La segunda parte est constituida por aquellos cap tulos cuyas materias se encuentran sometidas a una constante revisi3n en las ciencias del comportamiento y que podemos calificar de complementarios a los anteriores, siendo la competitividad de las personas, la adaptabilidad al trabajo, el conflicto y la comunicaci3n y finalmente el control social de las organizaciones. Se puede afirmar que por la variedad de temas que trata y aspectos que estudia, es una obra completa en su especialidad.

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Auditoría informática Gonzalo Alonso Rivas, 1988. INDICE:
La funci3n inform tica en la empresa
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entorno operativo software **Cómo hacer un Plan Estratégico de Recursos Humanos.** Jesús Granjo Aguilar,2008-12 Este libro aporta a la Dirección y a los profesionales de Recursos Humanos metodologías técnicas y herramientas que les permiten diseñar en todas sus fases un Plan Estratégico 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 Dirección General Con este Plan Estratégico Recursos Humanos va a transmitir a todos sus equipos y a toda la empresa su Visión su Misión y su Plan Estratégico para los próximos años demostrando que también puede hacer suyas las herramientas de análisis diagnóstico y diseño estratégico que hasta ahora han sido de uso exclusivo en las Direcciones Generales y de Marketing Todas las metodologías que aquí se exponen se están aplicando en las empresas líderes tanto por los equipos de Recursos Humanos como por consultores externos evidenciando que los profesionales de Recursos Humanos están orientados al negocio al mercado y a sus clientes y que son el eslabón de la cadena que es capaz de aportar en estos tiempos el valor añadido más alto para su empresa

Auditoria Practica de Estados Financieros Víctor Antonio Ambrosio Juárez,2016-09-23 Libro de Auditoría Práctica de Estados Financieros Beneficios 203 páginas de auditoría práctica de estados financieros Contenido Fase No 1 Planeación de la Auditoría Memorandum de Planeación Fase No 2 Evaluación de Procesos Cuestionarios de Evaluación de Control Interno Fase No 3 Pruebas de Auditoría Programas de Auditoría Específicos en pruebas sustantivas y de cumplimiento y Modelos de Pruebas de Auditoría de Papeles de Trabajo en áreas que son Caja y Bancos Cuentas por Cobrar Inversiones Inventarios Propiedad Planta y Equipo Gastos Diferidos Pasivo Corto Plazo Pasivo Largo Plazo Patrimonio y Estado de Resultados Fase No 4 Informe de Auditoría Informe de Auditoría que incluye estados financieros auditados notas a los estados financieros observaciones de debilidades evaluadas en el proceso de auditoría recomendaciones y dictamen del auditor Detalles del producto Libro de Auditoría 203 páginas prácticas Autor Lic Víctor Juárez Edición Tercera Fecha de Edición 05 de Octubre de 2012 Idioma Español ISBN 978 99922 2 438 0 País Guatemala **Apuntes Auditoria Administrativa** Jorge Álvarez

Anguiano,2003 *Auditoria Administrativa - Gestion Estrategica del Cambio* Enrique Benjamin Franklin,2006-12-12 *Manual para la formación del auditor en prevención de riesgos laborales. Aplicaciones y casos prácticos* Florentino Fernández Zapico,2010-08 La auditoría en prevención de riesgos laborales es un instrumento básico de gestión que persigue ser reflejo del sistema preventivo de la empresa valorando su eficacia y detectando las deficiencias que puedan implicar los incumplimientos normativos para permitir la adopción de decisiones dirigidas a su perfeccionamiento y mejora Con la modificación incorporada por el Real Decreto 604/2006 de 19 de mayo en el Capítulo V Auditorías del Reglamento de los Servicios de Prevención se ha visto más reforzado el papel de aquellas con un desarrollo extenso y una regulación que aborda definiciones plazos y contenidos del plan de auditoría En este manual que alcanza su tercera edición que toma como referencia la citada reforma normativa se analiza el contenido la metodología y el procedimiento a seguir en el desarrollo de una auditoría del sistema de gestión de prevención de riesgos laborales Su principal objetivo es constituir una eficaz y práctica

herramienta de estudio consulta y trabajo para todos aquellos prevencionistas interesados en adquirir la formación necesaria para ejercer profesionalmente como auditores del sistema de gestión de prevención de riesgos laborales y en conocer las distintas técnicas auditoras *Auditoria de Estados Financieros* Gabriel Sanchez,2006 In this second edition of this book the author offers you a more profound and critical vision of the settings the challenges the pressures and the dilemmas that characterize the auditing of financial statements The first part of the book includes a clear and objective description of the various conditions under which an audit should take place The second part is composed of a practice case divided into twenty four sections that correspond to the segments of the company's structure which determine the financial statements Each section contains a guide full of real life problems that have to be analyzed studied and resolved within the parameters of auditing and the internal control questionnaires that are included **AUDITORIA DE SISTEMAS una vision practica** ,

Decoding **Auditoria De Recursos Humanos**: Revealing the Captivating Potential of Verbal Expression

In a period characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its ability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Auditoria De Recursos Humanos**," a mesmerizing literary creation penned by a celebrated wordsmith, readers embark on an enlightening odyssey, unraveling the intricate significance of language and its enduring affect our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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