

Réussir
ses
recrutements
(et savoir
les conserver)

Jon Billsberry

Les Echos
Editions

Raubir Ses Recrutements Et Savoir Les Conserver

Pierre Pastor, Arnaud Pastor



Raubir Ses Recrutements Et Savoir Les Conserver:

Réussir ses recrutements (et savoir les conserver) Jon Billsberry, 2000 Recruter n'est pas qu'une décision financière C'est une décision qui détermine le futur de l'entreprise Comment choisir la bonne personne c'est dire une personne capable de s'adapter à la culture de la nouvelle entreprise et qui sera en mesure d'atteindre les objectifs fixés Pas pas Jon Billsberry guide le manager en lui apportant une vraie méthode claire et interactive assortie de nombreux conseils et d'exemples concrets Après avoir lu ce livre vous pourrez Mettre en pratique votre processus de recrutement Analyser le poste pourvoir et les qualités requises Attirer le maximum de bons candidats Diriger le travail des agences d'interim Choisir les méthodes de sélection appropriées Faire passer des entretiens et optimiser le recueil d'informations Intégrer les nouveaux venus dans l'entreprise Gérer la carrière des salariés les bons éléments par des techniques de motivation valuer l'efficacité du processus de recrutement Pour recruter vous pouvez vous fier votre seule expérience ou vous pouvez lire cet ouvrage vous de choisir

Outils et procédures de recrutement Herald Mpassi Diafouka, 2022 Le recrutement est une tâche délicate qui détermine la performance organisationnelle et qui affecte directement la productivité et l'image de l'entreprise Son succès dépend de l'efficacité des outils utilisés et des procédures mises en œuvre Face à cet enjeu majeur les recruteurs ont l'obligation d'adopter un bon processus pour assurer le succès de leur entreprise Mettre en place un processus de recrutement est déterminant lorsque l'on veut recruter un futur collaborateur de manière pertinente et efficace Un bon processus de recrutement doit contenir des étapes précises allant de la prise de connaissance du besoin en recrutement jusqu'à l'intégration du collaborateur en entreprise Au-delà de l'étude théorique du recrutement de façon pratique les recruteurs apprendront identifier les postes publier des offres d'emploi valuer les candidats mener des entretiens et intégrer les nouvelles recrues dans l'organisation

Le recrutement, la sélection et l'accueil du personnel, 2e édition François Bernard Malo, 2020-01-09T00:00:00-05:00 Parmi toutes les pratiques de gestion des ressources humaines GRH la dotation est l'une de celles où le savoir-faire et le savoir-être sont au moins aussi importants que les connaissances Pour développer ces deux premiers aspects rien ne vaut la mise en pratique des théories apprises afin de poser un regard critique sur celles-ci Le recrutement la sélection et l'accueil du personnel 2e édition est l'un des seuls ouvrages francophones écrits dans le but d'offrir une collection d'outils concrets pour l'apprentissage de la dotation De la planification de la procédure d'embauche l'accueil et l'intégration des nouveaux employés en passant par le recrutement et la sélection chaque étape du processus de dotation est couverte par le biais de questions de réflexion de mises en situation d'exercices d'exemples d'outils et de références bibliographiques Cette deuxième édition en plus de comporter une mise à jour d'une partie de ce matériel pédagogique inclut une nouvelle section portant sur le processus de résolution des problèmes complexes IcareRH Utile pour déterminer un problème de ses causes et de ses conséquences cette méthode permet également de présenter schématiquement l'ensemble des réflexions et des pistes d'action envisageables pour faire face des défis complexes comme ceux qui composent les mises en situation présentées dans ce

manuel L enseignant pourra utiliser cette panoplie d instruments pour dynamiser son enseignement en classe Le professionnel en GRH trouvera quant lui dans ce livre une source d inspiration pour cr er ses propres outils de recrutement de s lection et d accueil du personnel Enfin le gestionnaire d une PME PMI ne pouvant b n ficier de l aide rapproch e d un professionnel des RH s en servira comme point de d part pour d velopper ses comp tences en la mati re Maîtriser ses recrutements Hélène de Falco,2011 Vous tes amen effectuer un recrutement en solo Vous devez r guli rement embaucher de nouveaux collaborateurs pour votre entreprise Avec pour tout bagage votre bon sens et la connaissance du poste pourvoir vous devez faire le bon choix Ce guide vous accompagnera tout au long du processus de recrutement en analysant les tapes cl s d finition du besoin recherche des candidats pr s lection sur dossiers entretien choix du candidat p riode d essai embauche d finitive Cette 4e dition enti rement mise jour des volutions l gislatives est enrichie d un nouveau chapitre sur la collaboration avec une direction des ressources humaines ext rieure ou un cabinet de recrutement **Comment réussir vos recrutements** Pierre Pastor,Arnaud Pastor,2008-06-26 Le succ s d une organisation d pend en grande partie de la qualit de ses ressources humaines Le recrutement constitue ainsi la pierre angulaire de cette qualit L enjeu consiste r pondre la fois aux besoins et aux attentes de l entreprise et ceux des candidats Il s agit aussi une fois l tape du recrutement franchie de conserver les nouvelles recrues dans la dur e gage d une int gration r ussie Quelle m thode employer Faut il utiliser des tests et lesquels Comment r diger une annonce Doit on faire appel un cabinet sp cialis Quel co t cela va t il repr senter Peut on b n ficier d aides l embauche Quelles pr cautions prendre avant de r diger le contrat Tout au Long de cet ouvrage nous r pondrons vos questions pratiques et pr senterons les m thodes et outils pour parvenir l atteinte de vos objectifs Nous traiterons la connaissance du march de l emploi les phases cl s du recrutement les tests et techniques la m thode d entretien Les crit res de s lection Au del de la recherche de candidats motiv s au comportement adapt nous exposerons les pi ges viter tout au long du processus et les r gles pour r ussir l int gration du candidat retenu Ce livre s adresse tout responsable de l entreprise mais aussi aux salari s ou aux tudians qui souhaitent appr hender la question du recrutement

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