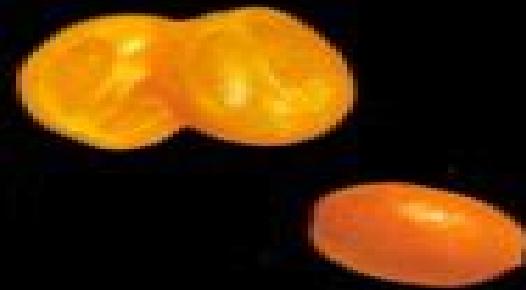
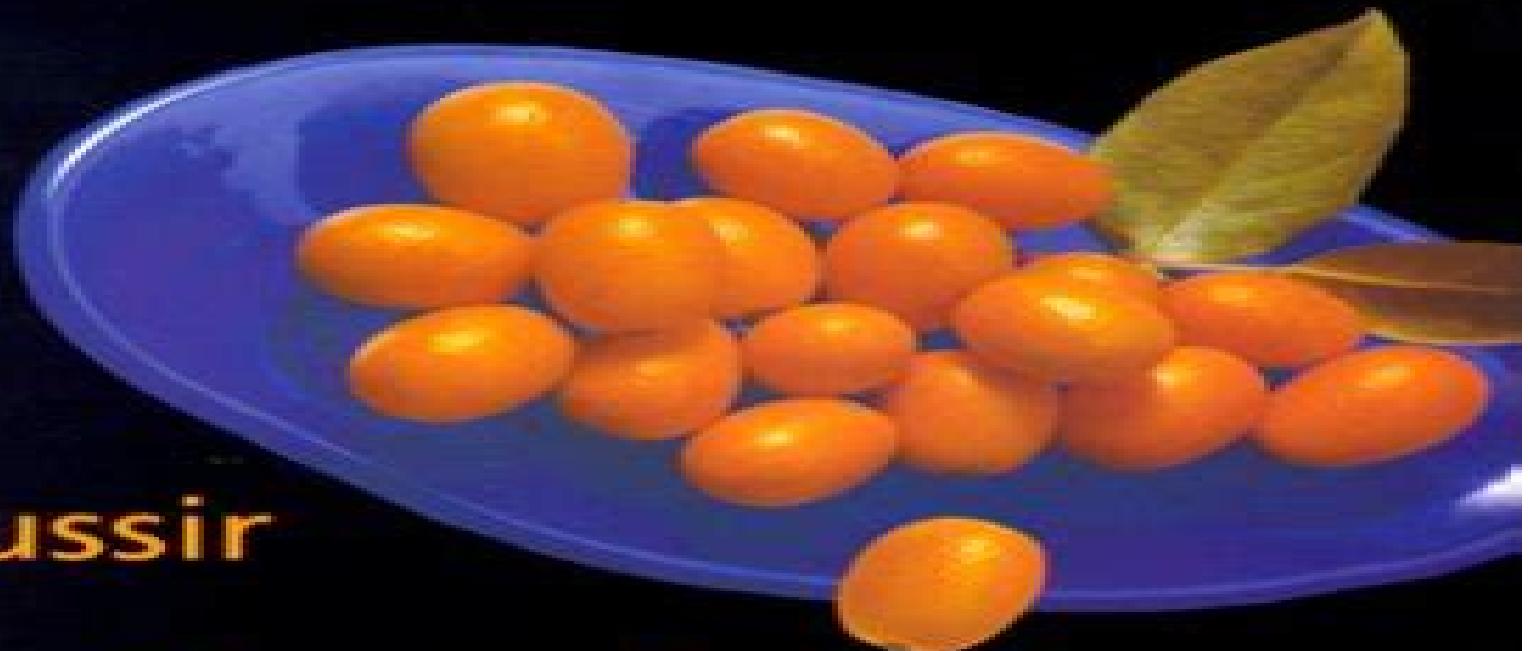


# Réussir ses recrutements (et savoir les conserver)

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 d cision financi re C est une d cision qui d termine le futur de l entreprise Comment choisir la bonne personne c est dire une personne capable de s adapter la culture de la nouvelle entreprise et qui sera en mesure d atteindre les objectifs fix s Pas pas Jon Billsberry guide le manager en lui apportant une vraie m thode claire et interactive assortie de nombreux conseils et d exemples concrets Apr s avoir lu ce livre vous pourrez Mettre en pratique votre processus de recrutement Analyser le poste pourvoir et les qualit s requises Attirer le maximum de bons candidats Diriger le travail des agences d int rim Choisir les m thodes de s lection appropri es Faire passer des entretiens et optimiser le recueil d informations Int grer les nouveaux venus dans l entreprise G rer la carri re des salari s les bons l ments par des techniques de motivation valuer l efficacit du processus de recrutement Pour recruter vous pouvez vous fier votre seule exp rience ou vous pouvez lire cet ouvrage vous de choisir **Outils et procédures de recrutement** Herald Mpissi Diafouka,2022 Le recrutement est une t che d licate qui d termine la performance organisationnelle et qui affecte directement la productivit et l image de l entreprise Son succ s d pend de l efficacit des outils utilis et des proc dures mises en oeuvre Face cet enjeu majeur les recruteurs ont l obligation d adopter un bon processus pour assurer le succ s de leur entreprise Mettre en place un processus de recrutement est d terminant lorsque l on veut recruter un futur collaborateur de mani re pertinente et efficace Un bon processus de recrutement doit contenir des tapes pr cises allant de la prise de connaissance du besoin en recrutement jusqu l int gration du collaborateur en entreprise Au del de l tude th orique du recrutement de fa on pratique les recruteurs apprendront identifier les postes publier des offres d emploi valuer les candidats mener des entretiens et int grer 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 o le savoir faire et le savoir tre sont au moins aussi importants que les connaissances Pour d velopper ces deux premiers aspects rien ne vaut la mise en pratique des th ories apprises afin de poser un regard critique sur celles ci Le recrutement la s lection et l accueil du personnel 2e dition est l un des seuls ouvrages francophones crits dans le but d offrir une collection d outils con us pr cis ment pour l apprentissage de la dotation De la planification de la proc dure d embauche l accueil et l int gration des nouveaux employ s en passant par le recrutement et la s lection chaque tape du processus de dotation est couverte par le biais de questions de r vision de mises en situation d exercices d exemples d outils et de r f rences bibliographiques Cette deuxi me dition en plus de comporter une mise jour d une partie de ce mat riel p dagogique inclut une nouvelle section portant sur le processus de r solution des probl mes complexes IcareRH Utile pour d m ler un probl me de ses causes et de ses cons quences cette m thode permet galement de pr senter sch matiquement l ensemble des r flexions et des pistes d action envisageables pour faire face des d fis complexes comme ceux qui composent les mises en

situation présentes dans ce manuel L'enseignant pourra utiliser cette panoplie d'instruments pour dynamiser son enseignement en classe. Le professionnel en GRH trouvera quant à lui dans ce livre une source d'inspiration pour créer ses propres outils de recrutement de sélection et d'accueil du personnel. Enfin le gestionnaire d'une PME PMI ne pourra pas se fier à l'aide rapprochée d'un professionnel des RH qui en servira comme point de départ pour développer ses compétences en la matière.

**Comment réussir vos recrutements** Pierre Pastor, Arnaud Pastor, 2008-06-26. Le succès d'une organisation dépend en grande partie de la qualité de ses ressources humaines. Le recrutement constitue ainsi la pierre angulaire de cette qualité. L'enjeu consiste à répondre à la fois aux besoins et aux attentes de l'entreprise et ceux des candidats. Il s'agit aussi une fois l'étape du recrutement franchie de conserver les nouvelles recrues dans la durée grâce à une intégration réussie. Quelle méthode employer ? Faut-il utiliser des tests et lesquels ? Comment rédiger une annonce ? Doit-on faire appel à un cabinet spécialiste ? Quel coût cela va-t-il représenter ? Peut-on bien sûr bénéficier d'aides ? L'embauche : quelles précautions prendre avant de rédiger le contrat ? Tout au long de cet ouvrage, nous répondrons à vos questions pratiques et présenterons les méthodes et outils pour parvenir à l'atteinte de vos objectifs. Nous traiterons la connaissance du marché de l'emploi, les phases clés du recrutement, les tests et techniques de sélection, l'entretien... Les critères de sélection. Au-delà de la recherche de candidats motivés au comportement adapté, nous exposerons les pièges à éviter tout au long du processus et les règles pour réussir l'intégration du candidat retenu. Ce livre s'adresse tout responsable de l'entreprise mais aussi aux salariés ou aux étudiants qui souhaitent apprendre la question du recrutement.

**Maîtriser ses recrutements** Hélène de Falco, 2011. Vous êtes amenés à effectuer un recrutement en solo. Vous devez régulièrement embaucher de nouveaux collaborateurs pour votre entreprise. Avec pour tout bagage votre bon sens et la connaissance du poste pour lequel vous devez faire le bon choix. Ce guide vous accompagnera tout au long du processus de recrutement en analysant les étapes clés de la définition du besoin, recherche des candidats, sélection sur dossier, entretien, choix du candidat, période d'essai, embauche définitive. Cette 4<sup>e</sup> édition entièrement mise à jour des évolutions législatives est enrichie d'un nouveau chapitre sur la collaboration avec une direction des ressources humaines extérieure ou un cabinet de recrutement.

**Savoir se faire recruter** Patrice Ras, 2013-06-28. Partant du postulat qu'une bonne connaissance de soi et de ses envies de ses capacités et de ses défauts est la clé pour aborder en toute sécurité les différentes étapes d'un processus de recrutement, l'auteur livre ici une méthode de nombreux outils prouvés des témoignages et de multiples conseils pour bien cibler votre futur employeur, garder confiance, valoriser vos atouts et franchir les preuves de la recherche ou du changement d'emploi avec facilité. De la définition du projet professionnel à la négociation salariale en passant par le CV, la lettre de motivation ou bien encore les différents types de tests, tout ce qu'un candidat doit savoir attendre pour se préparer et se présenter. Trouvez ici des réponses pratiques. Source d'après la 4<sup>e</sup> de couverture.

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