

Geneviève Krebs

Ressources humaines

Nouvelles pratiques
selon l'ISO 9001



Rebourses Humainesnouvelles Pratiques Selon Liso 9001

Minjie Lin



Rebourses Humainesnouvelles Pratiques Selon Liso 9001:

Ressources humaines Geneviève Krebs, 2007 L efficacité de votre système de management de la qualité repose sur deux notions clés : compétence et motivation. À n'en pas douter, la stratégie de l'entreprise va s'appuyer de plus en plus sur les indicateurs humains et sociaux et les associer aux indicateurs financiers et de rentabilité. S'appuyant sur cette nouvelle orientation des ISO 9000, l'ouvrage de Geneviève Krebs propose toute une panoplie d'outils d'évaluation. Vritable passerelle entre les normes ISO 9000 et les ressources humaines, cet ouvrage vous propose par l'intermédiaire de l'approche processus de mettre en place un véritable levier pour valuer et gérer les compétences. Vous y trouverez tout sur les ressources humaines et la politique qualité en passant par la satisfaction client sans oublier la satisfaction du personnel jusqu'à l'audit des ressources humaines. Dès lors, tous les managers désireux de mettre en place un management performant des ressources humaines, cet ouvrage livre les clés pour maintenir et développer leur compétitivité.

L'utilisation des tableaux de bord (RH) comme outils prévisionnels dans la gestion des risques en entreprises (facteurs intangibles) Jacques Lejeune, 2008

Guide commenté des normes et référentiels Jean-Guy Ahanda, Gilles Teneau, 2011-07-07 Vous souhaitez optimiser les coûts et les délais dans votre entreprise tout en offrant une bonne qualité de service ? Les normes référentielles méthodes et modèles NRMM vont vous y aider. Cet ouvrage vous en propose une synthèse facile d'utilisation et pratique. Il vous apportera des réponses claires et précises et les nombreuses annexes vous permettront d'approfondir vos recherches. Vritable livre de référence, ce guide commenté est destiné autant aux novophytes qu'aux plus expérimentés. Quatre grands thèmes centralisés dans un même ouvrage avec des explications simples et des exemples sur les normes référentielles méthodes et modèles. Les tendances avec les nouvelles normes ISO 20000 2010 ISO 38500 et les nouveaux référentiels P CMM EFQM SD 21000 CoBit V4.1. Une vision générale des sujets selon une même logique : l'historique, le concept, l'application et le dire d'expert. Ont aussi participé à cet ouvrage avec Jean-Guy Ahanda et Gilles Teneau : Michel BERTEAU Expert et Auditeur Senior en SI, Christophe DENIS Spécialiste CMMI, Alexandre ENGEL Master Black Belt Six Sigma, Gad KOSKAS Auditeur ISO 20000 Consultant et formateur ITIL, Sylvain LABORDE Lead Auditeur ISO 27002, Hugues MOLET Directeur du Master management industriel Mines ParisTech, Benoît NELATON Responsable Performance Industrielle, Michel RAQUIN Président du club des pilotes de processus, Peter SULLIVAN Directeur qualité industrielle, Pierre THORY Co-développeur du standard ISO IEC 20000-1 AFNOR.

Le recrutement, la sélection et l'accueil du personnel, 2e édition François Bernard Malo, 2020-01-09 T00:00:00-05:00 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 à 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 révision 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 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 pouvant bénéficier de l'aide rapprochée d'un professionnel des RH s'en servira comme point de départ pour développer ses compétences en la matière

RH & compétences dans une démarche qualité Benjamin Chaminade, 2005 Précise un management du capital humain par la qualité en application des recommandations du paragraphe 6.2 de la norme ISO 9004 implication des personnes gestion des compétences et formation Ces trois thèmes subdivisés en différents items sont traités selon le principe de la roue d'amélioration de Deming planifier réaliser vérifier actualiser

Objectif qualité Michel Jaccard, 2010-01-01 Longtemps confinée au monde de la production et de ses ingénieurs l'aire de la Qualité s'est progressivement tendue par le biais de diverses initiatives comme le prix Deming le prix Baldrige la perspective EFQM la norme ISO 9001 ou l'approche Six Sigma Divers systèmes de management ont alors mergé appliqués notamment l'environnement ISO 14000 la gestion des risques ISO 31000 ou la responsabilité sociale AFNOR SD 21000 annonciatrice de la norme ISO 26000 venir Peu d'auteurs se sont risqués proposer leurs lecteurs un panorama complet du monde de la Qualité de la Qualité totale de la performance de la responsabilité sociale c'est précisément le défi relevé par Michel Jaccard dans cet ouvrage qui présente l'ensemble des outils essentiels des systèmes de management les plus largement utilisés dans le monde de l'économie publique et privée d'aujourd'hui Clair et didactique ce manuel expose les concepts de base dont la maîtrise est indispensable comme les huit principes d'ISO 9001 accompagnés d'un panorama historique permettant de situer chacune de ces approches dans leur contexte et de comprendre les relations existant entre ces différents modèles L'auteur établit des liens indits entre la morale la métaphysique et les systèmes de management et valorise tout particulièrement l'apport de l'économie japonaise encore au début d'un leadership conséquent dans le domaine Cette vision synthétique fait appel de nombreux exemples procurant une base solide pour l'application de ces principes en entreprise

Livres de France, 2009-05 **Livres hebdo**, 2007 *Le grand livre du recrutement* Alain Gavand, 2025-06-19 POUR UN RECRUTEMENT PERFORMANT ET SOCIALEMENT RESPONSABLE Dans un contexte de pénurie de compétences de mutations économiques technologiques sociologiques et réglementaires mesurer l'impact de ces évolutions sur le recrutement est désormais un impératif

La cartographie des processus Yvon Mougin, 2011-07-07 Agissez sur

les interactions entre processus pour améliorer vos performances Une solution simple utile et pragmatique pour la mise en place d'une approche processus conforme aux exigences de la nouvelle norme ISO 9001 Des méthodes concrètes d'amélioration de la communication entre fonctions et services Un système de management de la qualité qui peut intégrer facilement d'autres systèmes de management de type sécurité ou environnement Des outils simples de communication des exemples concrets de cartographies Des illustrations nombreuses et claires des études de cas explicites La deuxième édition de cet ouvrage profite de l'expérience acquise par l'auteur sur plus de deux années et demi de pratique de la méthode sur le terrain Les principes et les fondamentaux de cette approche processus par la voix du client restent inchangés Mais l'accent est mis sur l'amélioration des interfaces entre processus et entre fonctions Le lecteur qui soit dirigeant d'entreprise responsable d'organisme responsable qualité cadre de direction y trouvera des schémas extrêmement revus plus clairs et plus explicites des réponses pratiques une cinquantaine de cas concrets d'application et des comparaisons avec d'autres approches plus classiques La volonté de l'auteur comme dans la première édition est de mettre disposition de ses lecteurs un guide théorique et surtout pratique qui aide changer l'organisation et l'adapter aux contraintes du futur La modélisation des interrelations entre les processus permet simplement et concrètement de maîtriser la communication interne

La démarche qualité dans la recherche publique et l'enseignement supérieur Claude Granier, Bernard Arnoux, Léandre-Yves Mas, Luc Finot, Vincent Dollé, Nathalie Pasqualini, 2009-09-11 Cet ouvrage dresse un premier état sur la mise en place des démarches qualité dans la recherche et l'enseignement supérieur en France Il regroupe les déclarations de directions générales d'établissements publics des expériences de laboratoires de recherche et d'enseignement supérieur ainsi que de plates formes scientifiques certifiées ou accréditées en relatant les difficultés rencontrées mais aussi les premiers succès remportés Les entités françaises engagées dans une démarche qualité sont recensées ce qui préfigure un futur annuaire enrichir et mettre jour régulièrement Ce premier recueil de pratiques qualité dans l'enseignement supérieur et la recherche publique montre la diversité des situations et la pluralité des approches Le lecteur pourra ainsi enrichir sa réflexion et adapter ces expériences au contexte particulier de son environnement de travail

Les Livres disponibles, 2004 La liste exhaustive des ouvrages disponibles publiés en langue française dans le monde La liste des éditeurs et la liste des collections de langue française

Recueil des résumés de communications, 1995

L'Architecture d'aujourd'hui, 2002

GO bac +5 Pascale Kroll, Clarisse Juompan, Sylvie Aghabachian, Gwénolé Guiomard, 2006 Présente près de 500 entreprises dans 20 secteurs d'activités donnant de précieuses informations sur leurs attentes leurs atouts leur culture d'entreprise les métiers proposés et les profils recherchés Contient également un guide des formations pour choisir un troisième cycle ou se former en continu

Performance Report for the Period Ending ... Canada. Foreign Affairs and International Trade Canada, 2006

La formation en entreprise Roch Laflamme, 2002

Repère, 2004

Bulletin des bibliothèques de France, 2003 Bulletin de documentation bibliographique appears as separately paged section 1959 1964 70

Code permanent France, 1974

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