

Réussir
ses
recrutements
(et savoir
les conserver)

Jon Billsberry

Les Echos
Editions

Rauber Ses Recrutements Et Savoir Les Conserver



Patrice Ras

Rauber 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 précisément 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 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 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

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 pondre la fois aux besoins et aux attentes de l'entreprise et ceux des candidats Il s'agit aussi une fois la tape 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 spécialisé Quel coût cela va-t-il représenter Peut-on bénéficier d'aides à l'embauche Quelles précautions prendre avant de rédiger le contrat Tout au long de cet ouvrage nous répondrons 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 la méthode d'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 approfondir la question du recrutement

Maîtriser ses recrutements Hélène de Falco, 2011

Vous êtes amené à effectuer un recrutement en solo Vous devez rapidement 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 étapes clés de définition du besoin recherche des candidats présélection sur dossiers entretien choix du candidat période d'essai embauche définitive Cette 4^e édition entièrement mise à jour des évolutions législatives est enrichie d'un nouveau chapitre sur la collaboration avec une direction des ressources humaines externe ou un cabinet de recrutement

Savoir se faire recruter Patrice Ras, 2013-06-28

Partant du postulat qu'une bonne connaissance de soi de ses envies de ses capacités et de ses défauts est la clé pour aborder en toute sérénité 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 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 s'attendre à se préparer et s'entraîner trouve ici des réponses pragmatiques

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