

*cuadernos de
evaluación psicológica*

SUSANA V. RICHINO

SELECCION DE PERSONAL



PAIDÓS

Selección De Personal 2 Edición Ampliada

Matilde Priante



Selección De Personal 2 Edición Ampliada:

Diccionario de Comportamientos. La Trilogía. VOL 2 (Nueva Edición) Alles, Martha, 2016-05-06 Martha Alles conocida autora de destacados best Sellers en materia de recursos humanos nos presenta La Trilogía de Gestión por Competencias en la cual se ha planteado una revisión completa de las tres obras que la componen para adaptarlas a las nuevas realidades. El uso intensivo de su metodología en empresas de todos los países hispanoparlantes le ha dado a la autora una visión regional relevante y le ha permitido el contacto profesional con organizaciones que plantean sus estrategias a mediano y largo plazo. Esto implica una perspectiva actualizada que pone el énfasis en la selección de las competencias más utilizadas en este momento preferidas por las empresas para alcanzar sus estrategias organizacionales de cara al futuro. Los tres libros están estructurados sobre la base de una explicación conceptual de las buenas prácticas y su aplicación efectiva.

DICCIONARIO DE COMPETENCIAS LA TRILOGÍA TOMO I Las 60 competencias más utilizadas en Gestión por Competencias. Contiene la descripción de las competencias su definición y apertura en niveles agrupadas en cardinales específicas gerenciales y específicas por área.

DICCIONARIO DE COMPORTAMIENTOS LA TRILOGÍA TOMO II 500 comportamientos relacionados con las competencias más utilizadas en Gestión por Competencias. Presenta ejemplos de comportamientos relacionados con todas las competencias que fueron seleccionadas para ser desarrolladas en La Trilogía.

DICCIONARIO DE PREGUNTAS LA TRILOGÍA TOMO III Las preguntas para evaluar las competencias más utilizadas en Gestión por Competencias. Propone un catálogo de preguntas aplicables para la evaluación de las competencias incluidas en La Trilogía.

Calidad de Sistemas de Información. 3ª edición ampliada y actualizada Mario G. Piattini Velthuis, La calidad de los sistemas de información se ha convertido en uno de los principales objetivos estratégicos de las organizaciones cuyos procesos más importantes y por lo tanto su propia supervivencia dependen de la calidad de los productos y servicios informáticos. La industria del software tiene más de sesenta años y en este período ha realizado grandes avances ya que disponemos de lenguajes de programación más sofisticados y de procesos de desarrollo más maduros y las aplicaciones que se construyen en la actualidad son más complejas. Sin embargo la satisfacción de los usuarios con los sistemas de información es muy desigual sobre todo si la comparamos con otros tipos de sistemas desarrollados por ingenieros más tradicionales. En efecto la mala calidad de los sistemas informáticos no sólo ha costado mucho dinero a los organismos públicos y a las empresas sino que también es la responsable de varios desastres que se han cobrado vidas humanas. En la evolución experimentada por la calidad de los sistemas informáticos se ha pasado de un tratamiento centrado fundamentalmente en la inspección y detección de errores en los programas a una aproximación más sistémica. En los últimos años se han publicado diversos estudios marcos y estándares en los que se exponen los principios y las métricas que se deben seguir para la mejora de la calidad de los diferentes componentes de los sistemas informáticos: procesos, proyectos, productos, servicios, personas, etc. Esta obra trata todos estos aspectos ofreciendo una visión amplia sobre diferentes factores que se deben tener en consideración para la

construcción de software de calidad A lo largo de esta obra se ha combinado el rigor científico con la experiencia práctica proporcionando una panorámica actual y completa sobre la problemática asociada a la calidad de los sistemas informáticos

Calidad de Sistemas de Información. 4ª edición ampliada y actualizada Mario G. Piattini Velthuis, En la actualidad todas las organizaciones son en alguna manera empresas de software ya que la calidad de sus sistemas de información se ha convertido en uno de sus principales objetivos estratégicos y más que nunca su propia supervivencia depende de la calidad de los productos y servicios informáticos La industria del software tiene casi setenta años y en este período ha realizado grandes avances ya que disponemos de lenguajes de programación más sofisticados procesos de desarrollo más maduros y las aplicaciones que se construyen en la actualidad son más complejas Sin embargo la demanda de software por parte de la sociedad ha crecido más deprisa que la capacidad de la industria para producir software de calidad y de hecho la mala calidad de los sistemas informáticos ha costado mucho dinero y disgustos a los gobiernos y a las empresas La calidad de los Sistemas de Información viene condicionada por la calidad de las personas que crean desarrollan y los explotan la calidad de los proyectos que se utilizan para crear los sistemas los servicios y soportar los procesos de negocio y la calidad de los sistemas informáticos que a su vez dependen en buena parte de la calidad del software tanto de los procesos usados para su adquisición diseño implementación uso y mantenimiento como de los productos resultantes La presente obra reúne diferentes aspectos de calidad relacionados con estos distintos elementos ofreciendo una panorámica actual y completa sobre diversos modelos y estándares que se deben seguir para lograr sistemas de información de calidad combinando el rigor científico con la experiencia práctica Elija al mejor, cómo entrevistar por competencias Martha Alicia Alles, Martha Alles, 2003

CONTENIDOS La ciencia o el arte de entrevistar La preparación para la entrevista Los primeros 60 segundos Crear el clima 40 preguntas sobre la formación 72 preguntas sobre la trayectoria laboral 57 preguntas para determinar la adaptabilidad del candidato 30 preguntas sobre la adaptabilidad al puesto 30 preguntas sobre capacidad de liderazgo y de trabajo en equipo 80 preguntas sobre personalidad 192 preguntas sobre capacidades específicas 24 preguntas sobre otros intereses y para evaluar la manera de pensar o el sentido común 32 preguntas sobre temas económicos y objetivos profesionales 10 preguntas de cierre 50 preguntas que usted debe responder 40 preguntas personales relacionadas con el buen gusto La importancia del registro de la entrevista Entrevistar por competencia Qué es entrevistar por competencia Entrevistar por competencia Jueves profesionales sin experiencia laboral 106 preguntas para niveles iniciales Entrevistar por competencia Per **Grafología para la selección y evaluación de personal** Matilde Priante, 2017-03-21 La importancia del factor humano en el mundo laboral es algo que todos los directivos tienen hoy en día muy asumido Sin dejar de lado la formación y la trayectoria profesional de cualquier candidato a un puesto de trabajo es aún más relevante poder obtener un profundo conocimiento del carácter y de las posibilidades de desarrollo profesional **Selección por competencias** Alles, Martha, 2016-12-21 Selección por competencias es una obra clásica de Martha Alles editada por primera vez en el año 2006 y con numerosas

reimpresiones desde entonces. A lo largo de este tiempo si bien los conceptos básicos de un proceso de selección no han cambiado, se lo han hecho algunos de sus aspectos especialmente por los avances tecnológicos y particularmente por la irrupción de las redes sociales. Los social media han modificado tanto los comportamientos de las personas como los métodos de trabajo utilizados por las organizaciones en materia de reclutamiento: reclutamiento 2.0 o headhunting 2.0 entre otros. Por todas estas razones la autora considera necesario escribir desde cero un nuevo libro sobre selección de personas con el objetivo de reformular el total de los contenidos e incorporar nuevos temas de actualidad. Como es habitual en diversas obras de la autora se encuentran disponibles para profesores de manera gratuita a través de internet casos prácticos y/o ejercicios destinados a lograr una mejor comprensión de los temas tratados y que sirvan como material de apoyo para el dictado de clases. La obra está dirigida a miembros de organizaciones de todo tipo que llevan a cabo procesos de selección de personas como responsables internos o como consultores externos, así como a los futuros jefes de las personas que serán reclutadas. También a estudiosos de diferentes ámbitos académicos: profesores y alumnos, ya buscadores de empleo.

Ejecución de sentencias en el proceso administrativo iberoamericano (España, Perú, Costa Rica, Colombia y Venezuela) Miguel Ángel Torrealba Sánchez, 2017-11-10

Dirección Estratégica De RRHH Vol II - Casos (3ra Ed.) Martha Alles, 2016-05-01

Todas las cuestiones centrales de Recursos Humanos tienen un fundamento teórico y a su vez plantean el desafío de ser llevadas a la práctica de manera sencilla y efectiva. Con relación a este reto, el Volumen 2 Casos de la obra Dirección Estratégica de Recursos Humanos ha probado ser de enorme utilidad para los lectores a través de muchos años y sucesivas reediciones. En línea con la nueva edición 2015 del Volumen 1 de la obra, Martha Alles presenta también una versión completamente remozada del Volumen 2 Casos. Una de las principales novedades incorporadas es el Capítulo Cero Gestión por competencias. En la práctica, donde se expone al lector la aplicación de la metodología de Gestión por competencias mediante casos reales en los que se puede observar cómo armar el modelo de competencias y cómo diseñar sus principales módulos. El Volumen 2 emplea el método de casos y contiene un completo set de ejemplos extraídos de situaciones reales con las posibles soluciones propuestas por la autora. Incluye además agregados dirigidos a lograr una mejor y más eficiente utilización de la obra: un anexo a cada capítulo con el detalle de las principales herramientas relacionadas con cada tema y glosarios de términos. Si bien el mayor potencial se alcanza mediante la utilización conjunta de ambos libros, Volumen 2 Casos es una obra autónoma que puede ser consultada y utilizada independientemente del Volumen 1. Esta obra está dirigida tanto a especialistas en la materia como a profesores, alumnos, profesionales y directivos de organizaciones interesados en un abordaje directo y concreto de los retos más comunes de la temática de Recursos Humanos.

Dirección Estratégica de Recursos Humanos Martha Alicia Alles, 2006-04. La obra tiene como propósito ofrecer las nuevas tendencias de la gestión de recursos humanos partiendo de una relación laboral. Plantea definiciones claras y precisas sobre Puestos de trabajo, Proceso de selección e incorporación de personal, Capacitación y desarrollo, Evaluación de desempeño, Remuneraciones y beneficios y Desvinculación.

laboral **Métodos y Herramientas de Mejora aplicados en la Administración Pública** Clemente Talavera Pleguezuelos, En Métodos y Herramientas de Mejora aplicados en la Administración Pública Edición revisada y ampliada Clemente Talavera ofrece una guía exhaustiva para aquellos profesionales que buscan implementar mejoras de calidad en sus organizaciones con un enfoque especial en la administración pública La obra se divide en dos partes proporcionando una estructura clara y accesible para los usuarios independientemente de su nivel de experiencia La primera parte del libro explora las herramientas clásicas y las actuales de la calidad comenzando con las Siete Herramientas Clásicas como el Diagrama Causa Efecto las Hojas de Comprobación y el Diagrama de Pareto que permiten analizar y resolver problemas de manera sistemática También se incluyen las Siete Nuevas Herramientas como el Diagrama de Afinidad y el Diagrama de Relaciones las cuales fomentan la organización y priorización de ideas en contextos complejos A estas herramientas se suman técnicas como la Tormenta de Ideas y el Método 6 3 5 brainwriting que ofrecen alternativas para la generación de ideas de manera estructurada y colaborativa Cada herramienta se presenta con una introducción histórica que ayuda a comprender su origen y evolución en el ciclo de mejora continua lo cual enriquece su contexto de aplicación La segunda parte se centra en métodos y herramientas para el desarrollo de planes de mejora abordando el Despliegue de la Voz del Cliente la Tabla de Planificación de la Calidad y otras técnicas derivadas del Despliegue de la Función de Calidad QFD Estas metodologías están diseñadas para capturar y priorizar las necesidades del usuario estableciendo objetivos concretos que impulsen el desarrollo de acciones de mejora Además el autor incluye el Análisis del Gap y el Análisis Importancia Rendimiento esenciales para medir la satisfacción del usuario y establecer metas de mejora ajustadas a las necesidades reales Con un enfoque eminentemente práctico esta edición revisada presenta ejemplos claros y guías paso a paso para que los lectores puedan implementar las herramientas de manera inmediata La estructura del contenido que detalla el concepto de cada herramienta sus ventajas fases de aplicación y ejemplos de uso facilita su comprensión y pone a disposición de cualquier equipo de trabajo los recursos necesarios para mejorar sus procesos de calidad sin requerir conocimientos avanzados en estadística o análisis de datos Aunque está orientado a la administración pública los métodos expuestos resultan aplicables a cualquier sector lo que convierte a esta obra en un recurso valioso para profesionales de múltiples áreas La segunda edición incorpora un capítulo dedicado al Diagrama de Procesos una herramienta estratégica en la gestión de la mejora además de un nuevo método 6 3 5 que complementa las técnicas de generación de ideas También se han ampliado contenidos clave en el primer capítulo mejorado gráficos y revisado el estilo general para facilitar su comprensión haciendo de esta edición una herramienta indispensable para quienes deseen avanzar en el desarrollo de planes de mejora estructurados y efectivos

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