



Plan de recursos humanos

By López Olalla, Alfonso

ESIC Editorial, 2013. soft. Book Condition: New. Dentro de la gestión de los recursos humanos, hay muchos y diferentes factores que inciden y pueden llevarnos al éxito, al mantenimiento de los puestos de trabajo y a contribuir a la rentabilidad de la empresa. Para una buena gestión hemos de conocer técnicas para confeccionar organigramas, hacer descripciones de puestos de trabajo, diseñar perfiles, llevar a cabo el proceso de reclutamiento, efectuar selecciones óptimas, orientar a nuestra gestoría sobre la contratación laboral más adecuada en cada caso y diseñar procesos para lograr una eficiente integración del nuevo trabajador en la empresa. Hay que gestionar la motivación y el liderazgo, la comunicación interna y la cultura de empresa, el clima laboral y la política salarial, así como la política y planes de formación y los beneficios sociales, etc. Durante el proceso de emprendimiento hemos de decidir si la empresa la creo solo o con socios, si ellos serán trabajadores o solo aportarán capital, y tanto en el proceso de emprendimiento como a lo largo del desarrollo de la actividad hay que plantearse el número de trabajadores que necesitamos. Para ello hemos de pensar tanto en las cargas de trabajo como en la rentabilidad...



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