

Libro De Administracion De Recursos Humanos

Fernando Arias Galicia

Zacarias Torres Hernández

Historia del pensamiento administrativo Claude S. George, 2005 CONTENIDO: La administración en las antiguas civilizaciones - La administración durante el periodo medieval - El despertar de la administración - Los primeros autores sobre administración - El preludio de la administración científica - La administración científica - Conceptos de principios del siglo XX - Escritores y críticos menores - Los filósofos de la administración - Aparición de escuelas del pensamiento administrativo - Escuela cuantitativa - Escuela estructuralista - Enfoque neoclásico de la administración - Escuelas de sistemas - Comportamiento humano y desarrollo organizacional - Teoría organizacional y teoría de la contingencia - La producción flexible - Administración de la tecnología y la innovación - Administración estratégica - Administración y sociedad del conocimiento - La historia y la administración contemporánea - Autores latinoamericanos.

Administración de Recursos Humanos. Iii Parte ,

Administracion y Calidad Cuauhtémoc Anda Gutiérrez, 1997

Psicología del trabajo Jesús Felipe Uribe Prado, 2016-08-15 En el siglo XX sucedió una de las crisis más profundas la historia del mundo del trabajo, producto del salto tecnológico, de la automatización y de crisis económicas sociales y empresariales en todo el planeta; provocando una producción en serie flexible, desconcentrada, basada en la tecnología, generando la disminución de la clase obrera y, provocando trabajo parcial, precario, temporal y tercerizado. Los trabajadores han quedado expuestos a incertidumbres sin precedentes en el siglo XXI: desempleo, disminución de seguridad social, sindicatos fuertes políticamente, pero débiles en el ámbito laboral, incremento en los riesgos de trabajo, entre otros. Se ha exacerbado la pobreza, inseguridad y exclusión social, por lo que se puede afirmar que “el fantasma de la desigualdad” recorre otra vez el mundo. En este “real” contexto Ibérico y Latinoamericano surge el interés por la existencia de este libro con dos objetivos primordiales: el primero, demostrar que la psicología del trabajo puede participar profesionalmente de manera trascendente en los problemas del mundo laboral; el segundo, para mostrar que la psicología del trabajo a 100 años de su surgimiento cuenta con argumentos, teorías, modelos y técnicas apropiadas para afrontar la problemática mundial de la economía, la violencia y el desempleo, en términos de productividad en un entorno saludable. La psicología de la salud

ocupacional que se describe en este libro representa literatura teórica y de investigación realizada originalmente en países como Colombia, República Dominicana, Chile, España y México, en tres grandes grupos de temas: calidad de vida, desgaste ocupacional, y salud y productividad. El contenido de este libro incluye temas de factores psicosociales como: Historia de la psicología laboral, Felicidad en el trabajo, Calidad de vida, Estilo de vida y salud en el trabajo, Factores de riesgo psicológico en el trabajo, Justicia interpersonal y personalidad, Síndrome de quemarse por el trabajo o desgaste ocupacional (burnout) y su relación con compromiso, clima, cultura organizacional, satisfacción y contrato psicológico, Psicología ambiental, El ciclo o ritmo circadiano, estresores y protectores de profesionales de la salud, Liderazgo y Carga mental. El exposición de estos temas tienen una finalidad: el bienestar de los trabajadores y sus familias por medio del trabajo con salud y productividad.

Calidad Y Liderazgo Fernando Castrejón Serrano, 2013-06-10 *Calidad y Liderazgo. Una Manera de Ser y Una Forma de Hacer*, es un libro escrito de una manera sencilla, con el propósito de que todo individuo encuentre en l la oportunidad de desarrollo integro como persona de calidad y ejercer un liderazgo de calidad para ella misma, su familia y, si as lo requiere, en cualquier organizacin humana de la que forme parte. Ser persona de calidad para ser un lder de calidad, enfocado a la formacin del ser humano: primero, en el bien ser; segundo, en el bien hacer; tercero, en el bien tener y; cuarto, en el bien estar.

Teoría General de la Administración, 2a. Ed. Zacarias Torres Hernández, 2014-10-21 *Teoría general de la administración*, segunda edición, está dirigida a los estudiantes de administración en sus primeros acercamientos con esta disciplina, aquí el lector encontrará los principios y fundamentos generales de la administración. EL libro contiene los sucesos más relevantes de la administración, desde que se le conoce como tal hasta los albores del siglo XXI. También se aborda la historia del pensamiento administrativo y se enriquece con una sección conceptual que facilita la comprensión de los temas abordados. De manera adicional, contiene una semblanza del mundo administrativo y sus perspectivas, lo que provee al lector del escenario completo de la teoría general de la administración.

Nosotros los mexicanos Jesús Flores Jaime, 2017-11-08 El maestro Flores ha sido catedrático universitario, en las ciudades de México y Puebla. Ha dedicado más de 20 años a la investigación histórica y documentación de su obra. El libro presenta una aguda revisión de la historia de México. A partir de la situación actual, que es de pobreza extrema, corrupción, narcotráfico, contaminación, terrible desigualdad y atraso en general. En este análisis histórico, el maestro Flores encuentra en nuestros antepasados Aztecas, un pueblo maravilloso, que mediante una –filosofía muy avanzada, logra un desarrollo cultural y científico sin precedentes. Tomando como modelo los principios y organización del antiguo Anáhuac. El autor propone: adquirir consciencia de las falsedades históricas usadas para mantener sometido al pueblo de México. Recurrir a nuestras raíces, para cambiar profundamente la mentalidad del mexicano, y a partir de ello iniciar un cambio que redunde en el bienestar del país. El leer este libro, es una oportunidad de ver la historia de México desde una perspectiva distinta, no

oficial. Ello permitirá entender varias de las causas de la situación actual del país, y a partir de ello generar un cambio en el lector, que lo motive a ser mexicanista.

Salarios Fernando Cuartas Aguirre, 2015-01-01 El estudio del salario que solía hacerse en las Universidades en décadas pasadas era de carácter filosófico - político y no le daba al estudiante información básica acerca de los instrumentos que en la vida real se utilizan para determinarlo, tutearlo o valorizarlo en los costos de las empresas. La teoría del valor y en especial el valor agregado no reconocido que los marxistas llamaban plusvalía cubría casi por completo el temario de las conferencias. Este libro tiene una aproximación diferente al problema pues intenta presentar cinco aspectos que son: el aspecto jurídico del salario, aspecto administrativo, el económico y financiero, el técnico y el humano, intentando agotar los problemas prácticos que se derivan del concepto de salario como retribución al trabajo físico o intelectual del hombre.

La administración en desarrollo José de la Cerda Gastélum, 1990

Memoria de la Facultad de Contaduría y Administración, 1969 a 1973: Metas y sus realizaciones por las distintas áreas operativas de la Facultad Universidad Nacional Autónoma de México. Facultad de Contaduría y Administración, 1973

Psicología organizacional en Latinoamérica Herman Frank Littlewood Zimmerman, Jesús Felipe Uribe

Prado, 2018-01-01 Los libros sobre psicología organizacional la mayoría de las veces sólo describen las actividades típicas del área como la descripción, medición, explicación y cambio del comportamiento en el trabajo, pero en la obra Psicología organizacional en Latinoamérica se analiza más allá, pues presenta las posturas actuales y hallazgos teóricos y prácticos de líderes latinoamericanos que trabajan como consultores, académicos e investigadores. El libro ha sido estructurado en cinco grandes partes de conocimiento aplicado: a) psicología del trabajo y las organizaciones aplicada a la administración del capital humano; b) liderazgo y habilidades sociales; c) factores psicosociales y salud ocupacional; d) conductas contraproductivas; y e) cambio organizacional. La lectura y consulta de este libro se recomienda tanto a estudiantes de psicología, administración y carreras relacionadas con el comportamiento organizacional, así como a practicantes y consultores, pues se encontrarán puntos de vista, recomendaciones, instrumentos de medición y diagnóstico, además de resultados de investigaciones recientes con implicaciones aplicables a la práctica organizacional en el contexto latinoamericano.

Métodos de compensación basados en competencias Ángel León González Ariza, 2006

Cumbres, 1996

LEV, 1998

Los salarios y el compromiso de los trabajadores Luis Fernando Arias Galicia, 2016-11-22 Con mucha frecuencia se piensa en el salario como una forma de motivar y retener al personal en una organización. La obra presente desmitifica tal creencia por medio de diversas investigaciones científicas efectuadas tanto en México (en diversos Estados del país) como en Perú

(Lima), entre los trabajadores de 10 organizaciones de diversos ramos de actividad económica: restaurantes, hospitales, instituciones de educación superior, comercios entre otros, para un total de 3,252 trabajadores quienes respondieron voluntariamente los cuestionarios aplicados. Se siguió un método de análisis estadístico (ecuaciones estructurales) para poder aislar el efecto de cada uno de los factores y, por tanto, dejar sólo el salario como elemento incidente en la intención de permanecer en la organización o de renunciar a ella. Los resultados indican la importancia de otros factores: el apoyo de la organización cuando se necesita, capacitación, reconocimiento, el poner en juego las propias habilidades y tomar decisiones respecto al trabajo, entre otros, como elementos importantes para retener al personal, una vez que el salario se considera adecuado por los propios trabajadores. En otras palabras, los factores inmateriales proporcionados por la organización resultaron trascendentes para evitar la rotación externa (renuncias y necesidad de incorporar a nuevos trabajadores). Esta rotación implica costos de reclutamiento, contratación, capacitación, menor productividad al inicio, mayor riesgo de accidentes, etcétera. En la época actual las organizaciones sufren por la falta de trabajadores con las competencias requeridas; el salario puede ser un aspecto de interés para atraer a trabajadores talentosos, pero conservarlos dependerá de factores inmateriales tales como los enunciados arriba. Esto queda demostrado por las investigaciones insertas en la presente obra.

Libros en venta en Hispanoamérica y España ,1993

Valuación y compensación, objetivas de sueldos Rafael Martín del Campo,1982

Libros de Mexico ,1987

Fomento editorial ,1991

fundamentos del programa Universidad Nacional Autónoma de México. Facultad de Contaduría y Administración.

División de Estudios de Posgrado,1999

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