

Antonio Blanco Prieto

Trabajadores competentes

Introducción y reflexiones sobre
la gestión de recursos humanos por competencias



Trabajadores Competentes Trabajadores Competentes

María Teresa Palomo Vadillo



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Trabajadores competentes, Antonio Blanco Prieto, 2007-03 Para facilitar la comprensión de este enfoque el libro explica el modelo de la gestión por competencias con sencillez aportando diferentes puntos de vista y principales aplicaciones. Presenta con rigor tanto sus ventajas como sus inconvenientes para analizar la realidad de la gestión por competencias en toda su amplitud. Incluye lecturas para reflexionar sobre el alcance práctico del tema y una valoración crítica para fomentar el debate sobre el modelo. Además a diferencia de otras obras publicadas sobre el tema se incluye un anexo con un glosario de más de cien competencias de utilidad para todas aquellas personas que trabajen con este modelo de gestión. Liderazgo al mas alto nivel : como crear y dirigir organizaciones de alto desempeño Ken Blanchard, 2007 En Liderazgo al mas alto nivel Ken Blanchard y sus colegas reúnen todo lo que saben sobre liderazgo de clase mundial. Su lectura le permitira al lector descubrir como fijar su mirada en el objetivo y la vision adecuados. **Experimentos con los principios económicos, 2a ed.** Theodore C. Bergstrom, John Howard Miller, 2022-01-02 Este libro est pensado para un primer curso de economía. El libro alterna los capítulos experimentales con capítulos analíticos. **Factores clave de dirección** Juan Luis Urcola Tellería, 2000 Recoge Hacia un nuevo modelo de empresa y dirección. Lograr resultados. Gestionar cambios. Gestionar oportunidades y clientes. Gestionar proyectos. Gestionar prioridades. Gestionar personas. Liderarlas. Gestionar conflictos. Legislación sobre seguridad y salud en el trabajo Eduardo González Biedma, 2013-01-22 Esta obra est concebida para ser un instrumento til y gil para los distintos profesionales implicados en la prevención de riesgos laborales. Igualmente se orienta a satisfacer las necesidades de empresarios, trabajadores y sus representantes. Incluye tanto la Ley de Prevención de Riesgos Laborales como los principales reglamentos dictados en su desarrollo. Asimismo incorpora las normas dictadas para específicos riesgos y para sectores concretos de actividad: construcción, energía nuclear, pesca, empresas de trabajo temporal, entre otros, y con relación a determinados agentes nocivos, algunos incluso anteriores a la propia Ley de Prevención de Riesgos Laborales. La recopilación ofrece además un práctico apndice sobre la normativa de la Unión Europea al respecto, así como de los Convenios de la OIT más relevantes. La nueva edición aumentada y puesta al día incluye las novedades más reciente como la reforma de los servicios de prevención con relación a la trabajadora embarazada, Real Decreto 298/2009, actividad sanitaria de los servicios de prevención, Real Decreto 843/2011, y sobre todo las cuantiosas reformas parciales introducidas recientemente en las normas principales referentes a esta materia. *Un naufrago, una barca y 20 remos* Antonio Solaz Pérez, 2022-08-01 Muchas empresas a día de hoy siguen intentando abrirse paso por el competitivo mundo empresarial mientras de puertas para adentro su organización se enfrenta a choques continuos entre la dirección y los empleados. Las luchas internas crean bandos que acaban por perjudicar a la buena proyección de la empresa. Acaso las partes enfrentadas no son conscientes de que reman en el mismo barco. Este libro ofrece una visión personal sobre los problemas que arrastran muchas empresas cuando la comunicación, el respeto o la falta de valoración hacia los empleados se convierte en algo cotidiano. Ahonda en los conflictos.

que subyacen a una forma de dirección autoritaria y en los beneficios que por el contrario aporta una dirección enfocada al liderazgo. Además resalta la importancia del trabajador/trabajadora como uno de los mayores valores de los que dispone cualquier empresa en la consecución de sus objetivos.

Liderazgo y motivación de equipos de trabajo María Teresa Palomo Vadillo, 2008-09 *Nuevas formas organizativas*, **Buenas prácticas de recursos humanos** Luis Sarriés Sanz, Esther Casares García, 2008. El libro tiene como objetivo proporcionar perspectivas y actualizar nociones para fundamentar el programa estratégico de los recursos humanos. Por tanto, aunque a lo largo de sus páginas se alude a más de 250 empresas nacionales e internacionales, no se trata de una mera recopilación de buenas prácticas agrupadas en capítulos. Los ejemplos recogidos deben servir para que los responsables de recursos humanos tengan referencias a la hora de innovar de acuerdo con la cultura y la realidad de su propia empresa y para que no caigan en el peligro de reduplicar prácticas que son buenas en determinados contextos pero no en todos. En la primera parte se analizan los sucesivos planteamientos que a lo largo de los últimos años se han hecho para conseguir trabajadores motivados e implicados. Pero algo ha fallado ya que un elevado porcentaje de trabajadores siguen insatisfechos. Por eso nunca se había experimentado tanta necesidad de recurrir al benchmarking para mejorar la propia empresa. En la segunda parte se analizan qué aspectos se tienen en cuenta a la hora de diseñar con éxito nuevas estrategias en la gestión del factor humano a partir de una concepción sistémica de la empresa. El hombre realiza su actividad en una empresa concreta que tiene una visión propia del negocio y de las relaciones entre las personas. Ahora bien, la nueva concepción de las organizaciones acenta la necesidad de desarrollar la actividad desde la ética. Muchas empresas comienzan a definirse como organizaciones socialmente responsables, es decir, organizaciones que consideran que serán más eficientes si en su plan estratégico se introducen otros indicadores más allá de los económicos vinculados a los intereses armonizados de los llamados stakeholders. Esta nueva concepción de la empresa socialmente responsable debería suponer un cambio en la filosofía de la organización, aunque en muchos casos está amenazada por el peligro de reducirla a una estrategia de imagen corporativa y de marketing. El libro recoge ejemplos de empresas que están en el buen camino. En la tercera parte se expone cómo debe integrarse el trabajador en el espacio organizacional. Su motivación para el trabajo le va a venir sobre todo del grado en que la organización sea capaz de acogerlo como algo indivisible, es decir, como una persona que llega a la empresa con una serie de necesidades y de proyectos personales y sociales que son inseparables de su rol profesional. Teniendo en cuenta esta nueva visión del trabajador, el libro reflexiona y ofrece buenas prácticas en formas de motivación, remuneración de los trabajadores, reconocimiento y participación en la empresa, las relaciones basadas en la información y comunicación, la conciliación de la vida profesional y familiar, la implicación en acciones sociales y de solidaridad. Finalmente se recogen otros valores emergentes como el valor que se da no solamente a la salud en general y a la prevención de riesgos laborales sino al cultivo del propio cuerpo. Los autores Luis Sarriés es catedrático de Sociología Industrial. Autor de varios libros en la actualidad, investiga la crisis de las relaciones industriales y la flexiseguridad como

alternativa Esther Casares es doctora en Sociología y profesora de la UPN
el trabajo ,2009

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