



Idalberto

CHIAVENATO

Recursos Humanos

O capital humano das organizações



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Livro Idalberto Chiavenato Recursos Humanos:

GESTION DEL TALENTO HUMANO Idalberto Chiavenato, 2002 Os novos desafios da gestão de pessoas Agregando pessoas Aplicando pessoas Recompensando pessoas Desenvolvendo pessoas Mantendo pessoas Monitorando pessoas O futuro da gestão de pessoas **Auditoria de recursos humanos** Angela Maria Fagnani Busse, Simone Luiza Manzoki, 2014-01-01 Apesar de necessária a avaliação de procedimentos e processos de recursos humanos não ocorre na maioria das empresas Considerando essa realidade as autoras Angela Busse e Simone Manzoki apresentam nesta obra a auditoria de recursos humanos como um processo importante dentro das organizações que essa ferramenta contribui para que os objetivos organizacionais sejam alcançados **Qualidade de Vida no Trabalho** Luiz Carlos Gonçalves, Adquirindo este produto você receber o livro e também terá acesso às videoaulas através de QR codes presentes no próprio livro Ambos relacionados ao tema para facilitar a compreensão do assunto e futuro desenvolvimento de pesquisa Este material contém todos os conteúdos necessários para o seu estudo não sendo necessário nenhum material extra para o entendimento do conteúdo especificado Autor Luiz Carlos Gonçalves Conteúdos abordados Conceitos da qualidade de vida no trabalho Aspectos relacionados a sua evolução histórica Considerações sobre o clima organizacional e os modelos para avaliação deste clima e os fatores que o influenciam O comportamento humano e suas relações no trabalho e na sociedade em geral Políticas organizacionais de reconhecimento e valorização em comparação com as necessidades das pessoas Aspectos legais sobre as relações de trabalho Saúde e segurança no ambiente corporativo Informações Técnicas Livro Editora IESDE BRASIL S A ISBN 978 85 387 6640 7 Ano 2022 Edição 1 Número de páginas 150 Impressão P/B **Desenvolvimento de Pessoas nas Organizações** Fabiano Caxito, Adquirindo este produto você receber o livro e também terá acesso às videoaulas através de QR codes presentes no próprio livro Ambos relacionados ao tema para facilitar a compreensão do assunto e futuro desenvolvimento de pesquisa Este material contém todos os conteúdos necessários para o seu estudo não sendo necessário nenhum material extra para o entendimento do conteúdo especificado Autor Fabiano Caxito Conteúdos abordados Conceito e tipos de educação Processos de aprendizagem Soft skills e mudanças de comportamento Estratégias e técnicas para mudar hábitos e comportamentos Gestão da mudança Tipos de treinamento Técnicas de treinamento Ferramentas de gestão de treinamento e desenvolvimento O ciclo do treinamento Levantamento de necessidades programação tecnologia execução e avaliação do treinamento Avaliação de desempenho Retorno do investimento em treinamento Influência da motivação na organização Informações Técnicas Livro Editora IESDE BRASIL S A ISBN 978 65 5821 188 4 Ano 2022 Edição 1 Número de páginas 130 Impressão P/B [Direito Aplicado - Volume 1](#) Bruna Agra de Medeiros, Roberto Matias da Silva Melo, Renato Moraes Guerra, 2023-02-08 com grande prazer e entusiasmo que apresentamos o Volume I das obras resultantes do II CONGRESSO BRASILEIRO DE DIREITO APLICADO CBDA INOVAÇÃO E SOCIEDADE Esta coletânea de três volumes oriunda da colaboração de proeminentes acadêmicos e pesquisadores do campo jurídico que se dedicaram a explorar e a propor soluções inovadoras para os desafios mais prementes

do Direito contemporâneo Como organizadora do CBDA a Insigne Acadêmica tem como um de seus objetivos primordiais fomentar a pesquisa científica em diversas áreas do conhecimento com ênfase no campo jurídico Acreditamos firmemente que a pesquisa nacional fundamental para o desenvolvimento do país e para o aprimoramento das políticas públicas e do sistema jurídico brasileiro Em cada um dos volumes destas obras o leitor encontrará uma cuidadosa seleção de artigos e de estudos que abordam uma vasta gama de temas de grande importância para as sociedades em geral como a proteção de dados pessoais a regulação do mercado financeiro a responsabilidade civil e criminal de empresas bem como a tutela dos direitos humanos Neste volume em específico possivelmente perceber como o Direito pode se associar às mais diversas áreas do conhecimento notadamente às áreas da Medicina Farmácia Filosofia Religião Recursos Humanos entre outros O comprometimento dos autores organizadores e apoiadores que tornaram possível a realização do CBDA e consequentemente destas obras testemunho da importância atribuída ao estímulo da pesquisa científica e da reflexão crítica na construção de um país mais justo equitativo e inovador Por fim esperamos que este Volume I seja uma fonte de inspiração e de novas ideias para todos aqueles que buscam aprimorar sua prática jurídica e intelectual assim como para aqueles que se dedicam pesquisa e ao ensino do Direito

Educação e a não Neutralidade Wolmer Ricardo Tavares, Como ressaltado por Paulo Freire a educação transformadora Assim sendo ela não pode ser neutra já que esta transforma o implica em mudanças A neutralidade uma maneira convencional hipocrita com o intuito de esconder uma opinião ou até mesmo medo de acusar a injustiça o mesmo que lavar as mãos em face da opressão reforçando assim o poder do opressor As falas acima são corroboradas por Desmond Tutu quando elucidada que não há lugar para neutralidade Segundo Tutu quando você se diz neutro em relação a uma situação de injustiça e de opressão automaticamente você está apoiando o status quo injusto A neutralidade implica na anulação do sujeito ou seja a educação não surtir nenhum efeito no indivíduo isto ele continuar sendo um ser objeto manipulado por um sistema excludente e elitista Paulo Freire deixa claro que a neutralidade da educação uma visão ingenua Sendo assim em sua obra Pedagogia da autonomia saberes necessários à prática educativa publicada pela Paz Terra em 1999 ele elucidava que um professor só ser professor quando puder perceber a sua não neutralidade já que a prática docente exige do professor uma definição uma tomada de decisão uma ruptura e escolhas entre isso e aquilo As falas acima são corroboradas no livro de minha autoria Educação um ato político publicado pela editora Autografia em 2019 no qual eu pontuo que a educação nunca neutra já que ela uma ação voluntária Dito isso falar em neutralidade na educação um mito uma falácia na qual os manipuladores elitistas discursam para que a educação seja uma ação estéril aumentando em concomitância a massa de manobra *Oficina de livros*, 1989 Entrevistas em Destaque, **Indústria brasileira**, 2000 *Oficina de livros: Novidades catalogadas na fonte*, 1989 Administración de recursos humanos Idalberto Chiavenato, 1999 Revista do Mercosul, 2002 **Meu Próprio Negócio** Meu Próprio Negócio, Negócios, On Line Editora, 2018-01-05 Não espere ganhar dinheiro fácil mas quem se dispõe a trabalhar com afinco e buscar sempre o aprimoramento e a satisfação do cliente tem na opção de empreender por meio de uma microfranquia um bom

caminho para alcançar uma alta rentabilidade A matéria de capa desta edição traz bons exemplos disso reunindo a experiência de diferentes franqueados que no mesmo dia de dois anos alcançaram faturamento mensal superior a R 60 mil Vale conferir Também nesta MPN você encontra a reportagem sobre startup público infantil capital de giro e muitos outros assuntos *Leia livros*,1980 Recursos humanos Antonio Niccoló Grillo,1983 *Conjuntura econômica*,2001 *Cadernos Fundap*,1981

Introdução à teoria geral da administração Idalberto Chiavenato,1983 Durante anos a Administração foi considerada uma atividade paralela e apenas complementar ao comando das organizações em geral e das empresas em particular Surgida no início do século passado como uma ciência focada na busca da eficiência do trabalhador de chão de fábrica provocou uma verdadeira revolução no mundo organizacional Envolveu a organização como uma totalidade em um amplo processo administrativo de planejar organizar dirigir e controlar posteriormente abrangendo também as pessoas e os grupos sociais como atores e protagonistas do processo Tudo dentro de uma abordagem prescritiva e normativa de como se deve fazer Com o passar do tempo absorveu o estruturalismo da sociologia organizacional e o behaviorismo da psicologia organizacional incorporando também os conceitos básicos da teoria de sistemas e abrindo seus horizontes para o ambiente e o mundo globalizado palco dos desafios atuais em termos de complexidade mudanças e transformações rápidas e da incerteza e imprevisibilidade delas resultantes Ainda captou conceitos da relatividade da física quântica e assumiu o caráter da conectibilidade e da contingencialidade tendo predominância cada vez maior dos aspectos intangíveis sobre os tangíveis e da tecnologia da informação Hoje a administração a melhor maneira de tornar as organizações mais integradas flexíveis inovadoras competitivas e sustentáveis e de as conduzir em direção ao seu futuro Foi por todas essas razões que Introduo Teoria Geral da Administração foi escrita Nesta nona edição foram incluídos conceitos amplamente discutidos como competitividade e competências essenciais criação de valor responsabilidade social sustentabilidade inovativa e governança corporativa dentre outros que fazem parte da agenda do administrador moderno leitura obrigatória para estudantes de Administração e indispensável para empresários dirigentes executivos consultores gestores e especialmente profissionais que têm o destino e o futuro de organizações nas mãos Editora Manole **Recursos humanos** Idalberto Chiavenato,2008 Serviços Bibliográficos da Livraria Portugal Livraria Portugal. Serviços Bibliográficos,2003

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