



I.- Introducción

En **Atresmedia** somos conscientes de que las personas son el principal activo y valor de las compañías y que la excelencia en su gestión puede marcar la ventaja competitiva de una empresa a lo largo del tiempo y ser la clave de su éxito, algo que se consigue aunando los intereses de empresa y empleado.

Por este motivo **Atresmedia** establece la presente Política de Recursos Humanos que marca los valores, principios y compromisos que guían la estrategia en la gestión de los profesionales del Grupo y que ayuda a conseguir el propósito último de la Compañía: **creemos en el poder de la reflexión y la emoción.**

Los valores sobre los que se basa la estrategia de Recursos Humanos de **Atresmedia** son: orientación a las personas, ambiente propicio a la iniciativa y al intraemprendimiento, trabajo en equipo, comunicación y orgullo de pertenencia.

II.- Objetivo de la Política de Recursos Humanos

La Política de Recursos Humanos describe los compromisos adquiridos por el Grupo, así como las líneas de actuación y principios que se aplican para desarrollar adecuadamente cada uno de ellos.

Estos compromisos son los siguientes:

- Proporcionar un empleo estable y un entorno laboral gratificante.
- Formar y favorecer el desarrollo profesional de nuestro capital humano.
- Atraer y retener el talento.
- Garantizar los Derechos Humanos y Laborales.
- Promover la igualdad, la diversidad y la conciliación.
- Velar por un entorno de trabajo seguro y saludable.

Manual De Recursos Humanos De Una Empresa

Richard Bailey



Manual De Recursos Humanos De Una Empresa:

Manual de recursos humanos Daniel Patricio Jiménez, 2007-10-26 Manual de recursos humanos 3ª ed. Daniel Patricio Jiménez, 2016-01-25 La presente obra resume la experiencia acumulada de numerosos autores en el mundo empresarial y académico sintetizando las principales prácticas utilizadas por las Direcciones de Recursos Humanos. El eje de su contenido se desarrolla bajo la consideración de la empresa como sistema flexible indagando y desarrollando los principales factores endógenos y exógenos que interactúan en la misma. Bajo un lenguaje asequible pero respetando los principios básicos se busca despertar el interés del lector tanto en aquel que vaya a iniciarse en este área de conocimiento como en los que en sus diferentes responsabilidades consideran a la persona un auténtico activo de la empresa y precisan de una guía de referencia. No obstante lo dicho el presente manual no ignora los puntos críticos de la materia indagando en los mismos y dando al lector posibles soluciones mediante aportaciones basadas en la experiencia operativa de las organizaciones su enfoque presenta una importante novedad ya que conjuga el dogmatismo necesario con los modelos y métodos que sirven de práctica a las organizaciones. El contenido comprende tanto el análisis y desarrollo de las personas en sus distintas vertientes como aspectos organizacionales y de estructura así como el tratamiento jurídico laboral en aquellas áreas consideradas críticas para el sistema. Este último aspecto resulta novedoso en este tipo de textos pero no por ello carente de fundamento si se quiere obtener una visión real de la gestión de recursos humanos y por tanto hacer de la misma una auténtica palanca de cambio en las organizaciones. Se trata de un manual básico que desde una perspectiva global da al lector una visión práctica integrada y multidisciplinar de los recursos humanos en la empresa aportándole las herramientas necesarias para entender una disciplina cuyas distintas vertientes no son a veces fácilmente conciliables. En su desarrollo los diferentes capítulos se han adaptado a los programas universitarios sobre la materia especialmente en los grados de marketing y administración de empresas por lo que su lectura representa igualmente una visión académica y docente. Índice: Introducción a los recursos humanos, Planificación y requerimientos del puesto de trabajo, DPT-VPT, Competencias organizacionales, El proceso de selección, Contrato de trabajo y representación social, Política retributiva, Gestión del desempeño y coaching, La formación en la empresa. Dirección práctica de recursos humanos Andrés Mínguez Vela, 2006 **Manual para elaborar manuales de políticas y procedimientos** Martín G. Álvarez Torres, 1996 Manual de recursos humanos y relaciones laborales en la empresa Natalia Gimena de Diego, Leandro Augusto Lanfranco, **Manual de Comunicación** Carlos Ongallo, 2007-10-29 La empresa está en continuo cambio. Muchas veces los procesos de transmisión de la información son tan lentos o tan engorrosos que dificultan el que el mensaje llegue en condiciones a su destinatario. Sumado a ello los distintos tipos de cultura en las organizaciones desempeñan un papel crucial en la transmisión de los mensajes. Esta obra analiza desde una perspectiva multidisciplinaria el fenómeno de la comunicación interna y describe algunas pautas que deben seguirse para mejorarla y con ella las relaciones interpersonales en la organización base indiscutible de todo cambio que se desee llevar a cabo. Manual de trabajo social

Manuel Sánchez Rosado,2000 **Gestión de personas** Miquel Porret Gelabert,2010-05-27 La obra recoge los aspectos actuales en la materia y lo hace desde una perspectiva moderna de lo que es la dirección y gestión de las personas en la empresa procurando mantener un equilibrio entre la Psicología del Trabajo el Derecho Laboral y la Organización de Empresas que confluyen indisolublemente en esta disciplina El tratamiento que se le da es suficientemente descriptivo y gráfico para lograr una rápida comprensión de los temas que se exponen convirtiendo a este manual en una guía práctica para los profesionales con responsabilidad sobre otras personas en el ámbito del trabajo para los investigadores y técnicos del factor humano y por supuesto para los estudiantes tanto de las universidades como para los de las escuelas de negocios El libro está constituido por dos partes La primera trata lo que podríamos denominar la columna vertebral de la materia estudiando la manera en que afecta la composición de las organizaciones al comportamiento de las personas que desarrollan su actividad en ellas con especial referencia a las estructuras organizativas a los grupos y a la motivación el liderazgo en sus variados aspectos actuales enfoques y teorías la selección de las personas desde el punto de vista social y técnico así como la formación y desarrollo profesional en la empresa combinando enfoques tradicionales con los más actuales la valoración del capital humano y de los puestos de trabajo visto como herramienta que persigue la eficacia de las personas y por último las compensaciones salariales y sus diversas formas de incentivar de manera equitativa a los empleados La segunda parte está constituida por aquellos capítulos cuyas materias se encuentran sometidas a una constante revisión en las ciencias del comportamiento y que podemos calificar de complementarios a los anteriores siendo la competitividad de las personas la adaptabilidad al trabajo el conflicto y la comunicación y finalmente el control social de las organizaciones Se puede afirmar que por la variedad de temas que trata y aspectos que estudia es una obra completa en su especialidad índice Las organizaciones y las personas Los grupos y la motivación El liderazgo Reclutamiento y selección La formación La valoración del personal y la valoración de las tareas La retribución La competitividad del factor humano La adaptabilidad del factor humano El comportamiento organizacional El conflicto organizacional y la comunicación Prevención control y visión social de las organizaciones **Manual de organización de la administración pública paraestatal, 1977** Mexico. Coordinación General de Estudios Administrativos,1981 *Manual de organización de la administración pública paraestatal* ,1977 *Manual de organización de la administración pública paraestatal* Mexico. Coordinación General de Estudios Administrativos,1982 **Manual general de políticas** Ricardo de la Fuente,1982 **Reporte sostenibilidad** Amanco (Group),2000 *Bienestar social laboral* ,1991 [Host Bibliographic Record for Boundwith Item Barcode 30112044669122 and Others](#) ,2013 *Libros españoles en venta* ,1994 *La Gaceta* Honduras,1985 *Libros españoles en venta, ISBN* ,1999 *Por qué Recursos Humanos debería ser como Netflix* Pilar Llácer Centeno,2021-09-03 De quién te fías más de tu jefe o de Google Se necesita el control horario para todos los puestos Requieren todos los trabajadores el mismo número de días de vacaciones y de trabajo Para qué tienen en las empresas una persona que emita los billetes de viaje si lo puede hacer

cada empleado no se confía en ellos Las operaciones de un algoritmo son perfectas pero en un mundo incierto necesitamos excelencia o intuición A qué empleado va a promocionar un algoritmo al obediente o al que cuestiona las normas La desconexión digital es buena o sería mejor desvincular a los jefes que no respetan el tiempo de los empleados Por qué el algoritmo de Netflix tiene más empatía que muchos jefes Prepárate para reflexionar sobre todas estas cuestiones En el libro que tienes entre tus manos encontrarás todas las claves sobre cómo deberían ser los Recursos Humanos en las empresas y cómo contribuir al crecimiento exponencial de los negocios a través de las ocho propiedades del Liderazgo tico En resumen un manual de futuro para el presente de los Recursos Humanos *Memoria y cuenta - Ministerio del Desarrollo Urbano* Venezuela. Ministerio del Desarrollo Urbano,1993

Unveiling the Power of Verbal Beauty: An Mental Sojourn through **Manual De Recursos Humanos De Una Empresa**

In some sort of inundated with monitors and the cacophony of instantaneous connection, the profound energy and psychological resonance of verbal beauty usually fade into obscurity, eclipsed by the constant assault of sound and distractions. However, set within the musical pages of **Manual De Recursos Humanos De Una Empresa**, a charming function of fictional elegance that pulses with organic feelings, lies an unique trip waiting to be embarked upon. Composed by way of a virtuoso wordsmith, that enchanting opus books visitors on a psychological odyssey, gently exposing the latent possible and profound impact stuck within the elaborate internet of language. Within the heart-wrenching expanse of the evocative evaluation, we will embark upon an introspective exploration of the book is key subjects, dissect its captivating publishing type, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

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Manual De Recursos Humanos De Una Empresa Introduction

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