

Système d'information des ressources humaines



Le Sirh Enjeux Facteurs De Succes Et Perspectives Ressources Humaines

**David Moriez, Dupuich-rabasse
françoise**



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Le SIRH Patrick Storhay, 2013 Loin du logiciel de paie d'origine le SIRH Système d'Information des Ressources Humaines est devenu un ensemble informatique complexe dont les effets se font sentir au-delà du département RH de l'entreprise. Parce qu'il concerne la première richesse de l'entreprise l'information sur son capital humain et qu'il concrétise bon nombre de ses politiques de management des RH le SIRH constitue un puissant levier de transformation. Le SIRH est désormais l'une des armes principales de la performance de la fonction RH. Complexité des architectures rigidité des processus modèles et besoins managériaux concrets profusion d'outils informatiques évolution des technologies impact sur les comportements modification fréquente de l'offre les professionnels sont confrontés de nombreuses difficultés. Cet ouvrage a pour objectif de donner des clés pour comprendre le SIRH ses propriétés et ses méthodes de mise en œuvre expliquer ses enjeux sur les plans stratégique politique managérial opérationnel et technique fournir des recommandations pratiques permettant d'assurer sa conception et sa mise en œuvre.

Le SIRH Patrick Storhay, 2013-06-19 Loin du logiciel de paie d'origine le SIRH Système d'Information des Ressources Humaines est devenu un ensemble informatique complexe dont les effets se font sentir au-delà du département RH de l'entreprise. Parce qu'il concerne la première richesse de l'entreprise l'information sur son capital humain et qu'il concrétise bon nombre de ses politiques de management des RH le SIRH constitue un puissant levier de transformation. Le SIRH est désormais l'une des armes principales de la performance de la fonction RH. Complexité des architectures rigidité des processus modèles et besoins managériaux concrets profusion d'outils informatiques évolution des technologies impact sur les comportements modification fréquente de l'offre les professionnels sont confrontés de nombreuses difficultés. Cet ouvrage a pour objectif de donner des clés pour comprendre le SIRH ses propriétés et ses méthodes de mise en œuvre expliquer ses enjeux sur les plans stratégique politique managérial opérationnel et technique fournir des recommandations pratiques permettant d'assurer sa conception et sa mise en œuvre.

La gestion des ressources humaines en devenir David Moriez, Dupuich-rabasse française, 2011-05-01 Aujourd'hui une bonne gestion des collaborateurs cadres ou employés est un gage de succès pour l'entreprise. À ce titre le DRH estampillé moderne est devenu incontournable dans l'organisation il relève d'ailleurs directement de la direction générale. Cet ouvrage s'adresse aux perspectives atouts enjeux managements et pistes explorer pour la gestion des ressources humaines.

Le SIRH Gérard Berry, Jean-Marie Peretti, Cercle SIRH (France), 2011 Cet ouvrage collectif place le lecteur au cœur du SIRH il s'adresse tous ceux qui s'intéressent aux systèmes d'information ressources humaines c'est-à-dire aux responsables SIRH managers et collaborateurs des DRH informaticiens acteurs du marché des outils informatiques et des solutions de gestion consultants universitaires et chercheurs et les aide mesurer l'apport les enjeux et les intérêts des systèmes d'information pour les RH. Par sa richesse et sa clarté par la pertinence des analyses et des pratiques par l'actualité des thèmes abordés cet ouvrage apportera aux DRH et tous ceux qui souhaitent faire progresser la fonction RH au service des hommes et de l'organisation la réponse de

nombreuses questions et leur ouvrira de nombreuses pistes pour relever les défis des prochaines années Jean Marie Peretti Cet ouvrage présente de nombreux chapitres fouillés sur les processus des RH la façon dont ils sont informatisés l'heure actuelle et les pistes pour le futur Quelle que soit l'évolution que prendra la société numérique beaucoup de ces processus resteront pertinentes sur le fond même si leur forme pourrait changer profondément dans l'avenir La somme des connaissances processus et savoir faire réunis ici est donc fondamentale pour la compréhension des SIRH actuels et futurs Gérard Berry Les retours d'expérience et la recherche montrent bien qu'acquiescer des outils de qualité même correctement paramétrés n'est pas suffisant au client compte tenu en amont des relations entretenir avec un réseau complexe d'acteurs et en aval des difficultés organisationnelles et humaines rencontrées Prendre en compte la contingence la stratégie l'évolution permanente d'un système plongé dans une organisation vivante voilà ce qui ne peut être fait par des produits clés en mains et des méthodes toutes faites Voilà ce qui peut contribuer le présent ouvrage directement et espérons le par les développements qu'il ne manquera pas d'inspirer Patrick Gilbert

GRH Patrice Laroche, Loris Guery, Yves Moulin, Marc Salesina, Anne Stevenot, 2019-05-20 L'ouvrage présente une synthèse pédagogique des fondements théoriques des pratiques et des outils de la GRH Il propose également une sélection d'études de cas et d'exercices corrigés permettant aux lecteurs de mettre en pratique les notions et outils présentés au fil des chapitres La gestion des ressources humaines est un ensemble d'actions et de dispositifs permettant aux organisations de bien ficier des moyens humains nécessaires l'atteinte de leurs objectifs Pour ce faire elle s'appuie sur des outils qui visent garantir et maintenir l'adéquation entre les ressources et les besoins de main d'œuvre susciter valuer et contribuer les performances individuelles et collectives assurer la régulation de la relation d'emploi L'ouvrage présente une synthèse pédagogique des fondements théoriques des pratiques et des outils de la GRH Il propose également une sélection d'études de cas et d'exercices corrigés permettant aux lecteurs de mettre en pratique les notions et outils présentés au fil des chapitres Le volume est organisé en neuf chapitres couvrant l'ensemble des domaines de la fonction ressources humaines recrutement gestion des carrières formation évaluation des performances rémunérations système d'informations et digitalisation contrôle de gestion sociale et concertation sociale Ce livre s'adresse aux étudiants des Universités des IAE et des Ecoles de management ou d'ingénieurs Il intéressera également les cadres de la fonction RH et les managers qui y trouveront l'occasion d'clairer leur propre expérience

Le SIRH Collectif, 2017-06-28 Les systèmes d'information occupent une place essentielle dans la gestion des ressources humaines Qu'il s'agisse de la gestion de la paie des absences ou des compétences dans le cadre de la GPEC de très nombreuses données nécessitent d'être compilées et disponibles Cet ouvrage propose 16 chapitres synthétiques sur tous les processus RH couverts par le SIRH avec chaque fois un état de l'art des témoignages d'utilisateurs un recueil des bonnes pratiques Cette 3e édition mise jour comprend notamment des compléments sur la digitalisation Elle paraîtra l'occasion des 10 ans du Cercle SIRH

Facteurs d'acceptation & d'utilisation du SIRH dans les entreprises Aimé Noutsu Fobang, Jean Robert Kala Kamdjoug, Samuel Fosso Wamba, 2017-01-04 La fonction RH jadis inféodée à un cadre administratif se trouve désormais

place au centre de tous les enjeux strategiques majeurs car elle occupe une place preponderante dans le devenir de toute organisation. Desormais le Systeme d'Information des Ressources Humaines SIRH fait partie integrante des techniques de gestion des organisations. Des lors leur acceptation, utilisation ou leur rejet dependent systematiquement du contexte d'etude. L'objectif du SIRH est de permettre aux dirigeants de se doter de veritables outils decisionnels indispensables pour un meilleur positionnement strategique. Ce travail porte sur l'identification des facteurs qui favorisent l'acceptation et l'utilisation d'un SIRH au sein des organisations camerounaises et leur influence sur la performance. La revue de la litterature a permis d'identifier plusieurs facteurs. Au terme d'une enquete realisee aupres d'une dizaine de DRH et de 258 personnels RH, une serie d'analyses a ete effectuee. Les resultats ont montre que la qualite du systeme constitue la seule variable determinante. La volonte constitue une variable moderatrice entre l'influence interne et l'acceptation.

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