

COLLECTION GRANDS AUTEURS

dirigée par :

En s'appuyant sur leurs travaux et expertises, 59 enseignants-chercheurs francophones vous proposent une vue d'ensemble de la gestion des ressources humaines à travers 46 « Grands auteurs ».

Véritable cartographie de la GRH, cet ouvrage explore ce champ en quatre étapes :

1. les fondations d'une discipline carrefour, entre sociologie, économie, psychologie ou encore conseil et ingénierie ;
2. les approches instrumentales et universalistes, entre engagement, motivation et stratégie ;
3. les approches qui accordent davantage de place à la contingence ;
4. les perspectives critiques, qui contribuent à renouveler cette discipline et qui remettent en question des certitudes bien installées.

La variété des approches démontre que la GRH est un carrefour disciplinaire, vivant et modulable, qui mérite une plus grande reconnaissance. Nous espérons que les Grands auteurs et leurs concepts clés présentés dans cet ouvrage contribueront à cet objectif !

Accessible à tous les lectorats, l'ouvrage permet de prendre du recul et de maîtriser bon nombre de théories et concepts fondamentaux en GRH. Il se veut utile aussi bien aux professionnels pour enrichir leurs grilles de lecture des organisations et éclairer leur prise de décision, qu'aux étudiants ou aux enseignants-chercheurs qui souhaitent approfondir ou mettre à jour leurs connaissances.

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