



# PERFORMANCE organisationnelle et temps sociaux

Sous la direction de  
**Diane-Gabrielle Tremblay**



Presses de l'Université du Québec

# Performance Organisationnelle Et Temps Sociaux

**Diane-Gabrielle Tremblay,David  
Rolland**

## **Performance Organisationnelle Et Temps Sociaux:**

Performance organisationnelle et temps sociaux Diane-Gabrielle Tremblay,2012-11-12T00:00:00-05:00 La performance est l'un des aspects les plus mis de l'avant dans les organisations. Produire plus avec moins d'developper le potentiel maximal des ressources sont en effet quelques uns des objectifs clés des entreprises. Si les indicateurs de rendement et d'évaluation peuvent varier, la demande d'engagement dans le travail d'implication et de disponibilité prend une importance grandissante dans de nombreux milieux de travail. Les temps sociaux sont visiblement touchés par ces impératifs et ce non seulement dans la sphère du travail mais aussi dans la vie personnelle et familiale. Cet ouvrage intègre donc la question des temporalités sociales en lien avec les injonctions de performance des organisations. Il jette un regard nouveau sur les phénomènes de débordement et de porosité des temps sur la perméabilité des temps de travail et des temps hors travail et sur la dislocation et l'interférence des temps. Dans un contexte où le stress au travail et l'puisement professionnel sont des sujets d'actualité, les articles réunis invitent le lecteur à refléchir au sens du temps de travail et ses frontières avec les temps familiaux et personnels.

L'innovation technologique, organisationnelle et sociale Diane-Gabrielle Tremblay,2014-08-20T00:00:00-04:00 L'organisation du travail, les solutions technologiques utilisées et le mode de gestion des ressources humaines tout participent au processus d'innovation. C'est sur la base de cette vision multidimensionnelle du processus d'innovation que l'auteure aborde le concept d'innovation. Des études de cas viennent illustrer la diversité des types d'innovation mais aussi la multiplicité de ses manifestations et de ses effets.

**Historicity in Organization Studies** François-Xavier de Vaujany, Kätilin Pulk, Pierre Labardin, 2025-07-28 As soon as we go beyond the borders of our present and begin to explore remote pasts and futures, management and organization scholars are exposed to two dangers. The first is the exaggeration of continuities and anachronism about the past. The second is the projection of present ordinariness into the future. So how can we describe long-term processes of entrepreneurship, accounting, marketing, finance, information systems or innovation? This edited volume gathers a team of leading interdisciplinary scholars inspired by process philosophy, phenomenologies and critical schools. After presenting issues, debates and perspectives likely to inspire and guide historical description, several examples of historical work in entrepreneurship, accounting and organization studies are used to show situations in which researchers have had to tackle this resonance between ontology and methodology in their historiography. It will be of great interest to scholars and students of management and organization studies.

*Emploi et gestion des ressources humaines dans l'économie du savoir* Diane-Gabrielle Tremblay,2015-01-20T00:00:00-05:00 Avec l'émergence de l'économie du savoir, de nombreuses transformations ont touché l'emploi et la gestion des ressources humaines. L'auteure intègre ces transformations, engagement, autonomie et participation au travail, modalités d'apprentissage, formes d'organisation du travail, tout comme leurs effets : précarisation de l'emploi, intensification du travail, présentisme, conciliation travail-famille.

**Temporalités sociales, temps prescrits, temps institutionnalisés** Diane-Gabrielle

Tremblay,2013-08-21T00:00:00-04:00 La perm abilit des multiples temporalit s sociales n est plus d montrer Les recherches indiquent bien que celles ci constituent un syst me compos des sph res professionnelle familiale parentale personnelle et sociale sph res qui peuvent tre vues comme autonomes mais qui sont tr s troitement li es entre elles Les textes r unis dans cet ouvrage permettent de saisir la diversit des temporalit s sociales mais aussi de comprendre comment celles ci sont v cues par les individus diff rents ges et dans des contextes professionnels et familiaux vari s Ils mettent ainsi au jour les convergences et les divergences selon les secteurs les professions les ges ou les pays que ce soit en mati re d arrangements sociaux autour des temporalit s d articulation entre les vies personnelle et professionnelle ou d imbrication des temps sociaux tout au long du parcours de vie tudes travail retraite C est l ensemble de l organisation des temporalit s sociales qui est ainsi remis en question et de nombreux acteurs sont appell s s engager quant aux d ffs que repr sente l articulation des temps sociaux que ce soit l tat par des politiques publiques l entreprise par des mesures d am nagement du temps de travail ou les individus eux m mes notamment par le soutien aux proches *Conciliation emploi-famille et temps sociaux, 4e édition actualisée* Diane-Gabrielle Tremblay,2025-10-23T00:00:00-04:00 Conciliation emploi famille et temps sociaux 4e dition actualis e propose de se pencher sur les nouveaux besoins des parents en mati re d articulation entre l emploi et la famille Les employ s les gestionnaires les conseillers en ressources humaines et les syndicalistes y trouveront des id es pour am liorer la situation en la mati re dans leur milieu de travail **Travail et société** Diane-Gabrielle Tremblay,Marco Alberio,2014-08-20T00:00:00-04:00 Par l entremise de textes choisis pour leur pertinence et leurs qualit s p dagogiques cette introduction la sociologie du travail couvre un ensemble de concepts cl s de l chelle des individus celle de la soci t L ouvrage se divise en six parties 1 les th ories 2 l organisation du travail 3 la qualification du travail 4 la division sexuelle du travail et le travail des femmes 5 l emploi la pr carit et le ch mage et 6 le mouvement syndical **Les pères et la prise du congé parental ou de paternité** Diane-Gabrielle Tremblay,Nadia Lazzari Dodeler,2015-02-04T00:00:05:00 En s appuyant sur les t moignages d une trentaine de p res les auteures analysent l engagement parental en lien avec la mise en place du R gime qu b cois d assurance parentale Elles s int ressent aux facteurs qui ont incit les p res prendre un cong de paternit parentalit et rester seuls avec l enfant la division familiale du travail l attachement l enfant ainsi qu aux motions v cues

**La Révolution tranquille 60 ans après** Stéphane Paquin,Hubert Rioux,2022-01-17T00:00:00-05:00 Existe t il un mod le de gouvernance qu b cois D apr s les auteurs de ce livre oui et le Qu bec s en serait dot partir de la R volution tranquille Ce mod le conomique et social unique ne fonctionne pas selon la logique lib rale propre la norme canadienne mais au contraire s en mancipe toujours davantage Peut on toujours plus de soixante ans apr s la R volution tranquille parler d un tel mod le qu b cois Contrairement aux pires sc narios que certains avaient anticip s ce mod le existe toujours Il se caract rise par une plus grande intervention de l tat dans l conomie par des programmes sociaux mieux financ s par une redistribution de la richesse plus importante et par une concertation sociale beaucoup plus large entre l tat les syndicats la communaut d affaires le secteur financier et la

société civile qu'ailleurs au Canada Rassemblant les textes de divers spécialistes cet ouvrage fait un bilan nuancé des évolutions de ce modèle en présentant les principales caractéristiques actuelles mais aussi les défis auxquels il doit faire face court et moyen termes et propose des voies pour l'avenir     **Gestion des ressources humaines, 3e édition** Diane-Gabrielle Tremblay, David Rolland, 2019-12-05T00:00:00-05:00 Cette nouvelle édition de Gestion des ressources humaines a été revue actualisée et rasserrée. Tout en se concentrant sur l'essentiel des modèles et en conservant l'angle contextuel de la GRH, elle oriente l'étude vers le fil directeur de l'analyse de ses systèmes. L'ouvrage présente l'évolution historique du concept et expose différents modèles théoriques de la GRH.     *Efficacité organisationnelle et performance sociale* Adnane Belout, Simon L. Dolan, Martine Guidoni, 2017-09-01 Les managers de demain sont condamnés à allier action vision et leadership ainsi qu'à concilier rentabilité, performance sociale et bien-être. Plus que jamais, ils ont besoin d'une vue d'ensemble globale de leur milieu socioéconomique, d'outils pratiques de gestion et de mesure. Cet ouvrage présente les dix leviers nécessaires à une meilleure efficacité organisationnelle et gestion sociale. Pratique, il inclut des questionnaires et indicateurs pour évaluer les mesures et recommandations et offre une panoplie d'exemples d'actualité tournant autour des concepts sous-jacents aux analyses et recommandations proposées. S'adressant aux cadres dirigeants des entreprises experts en gestion et consultants en vente de solutions pragmatiques et assurant parfaire leurs connaissances en management du capital humain, l'efficacité organisationnelle et performance sociale leur donne un cadre de travail et d'intervention précis, une vision structurée et un fil conducteur rigoureux à suivre.     *Gérer une organisation à but non lucratif* Guillaume Plaisance, 2021-05-26 Voici un ouvrage qui propose pour la première fois de se tourner vers les petites et moyennes organisations à but non lucratif (OBNL) et qui répond aux spécificités de l'économie sociale et solidaire, associations, fondations, coopératives, mutuelles, structures publiques, opérations musicales, etc. ainsi que des organisations informelles. Ces structures sont en effet les plus nombreuses en France. En effet, l'immense majorité des associations et OBNL ne fonctionne qu'avec quelques membres ou adhérents : 86 % des associations n'ont pas de salariés. Peu importe la taille de l'organisation, ce guide présente les bases fondamentales d'une bonne gestion appliquées et adaptées aux OBNL. Enfin, en s'appuyant sur ce livre, les OBNL pourront également construire un rapport intégrant répondant aux normes de l'IIRC (cadre de référence pour le reporting intégré).     **CEJM en cartes mentales** Camille Bousser, 2025-08-19 La Culture économique juridique et managériale est une matière qui mobilise beaucoup de concepts et de connaissances. Dans le but de les maîtriser efficacement dans vos prévisions, comprendre la logique du programme et être capable de l'utiliser correctement, cet ouvrage présente le cours synthétique pour retenir l'essentiel. Des cartes mentales pour memoriser les notions. Le lexique est mobilisé et les auteurs connaissent pour faire la différence lors des examens. Des sujets corrigés pour s'entrainer aux preuves. Cet ouvrage s'adresse aux étudiants débutant dans la discipline, ceux qui ont choisi un BTS pour se immerger dans le concret, ainsi qu'à tous ceux qui souhaitent aller à l'essentiel. En complément, retrouvez des focus et des conseils de méthode sur la chaîne YouTube Mnemotactiques pour mieux réussir encore.     **El Estado y las mujeres** Javiera

Arce Riffo,2018-05-15 Este libro invita a tomar conciencia de que aun cuando las mujeres entraron a la realidad social gracias a una serie de luchas sistem ticas y se transformaron en nuevos sujetos sociales todav a viven en una situaci n de secundariedad Los trabajos de un conjunto de expertas de las m s variadas disciplinas contenidos en estas p ginas no sit an a los hombres como enemigos Al contrario abogan por la necesaria transformaci n de las instituciones pol ticas sociales y econ micas

*Contrôle de gestion sociale* Bernard Martory,2018-02-28 L ouvrage de r f rence pour piloter toutes les donn es sociales Les rapports des hommes avec le travail les choix d organisation et les relations professionnelles ont subi de profondes transformations Ces mutations exigent de nouvelles formes de pilotage et de contr le Cet ouvrage propose une m thode une d marche des outils et des indicateurs issus du terrain ou de travaux plus fondamentaux associant les responsables des ressources humaines et les services financiers ou de contr le Il r unit des solutions applicables l ensemble des nouvelles probl matiques de gestion des hommes et de leurs performances depuis le pilotage des effectifs des r mun rations et de la masse salariale la r alisation et le suivi des budgets de frais de personnel jusqu au d veloppement des r ultats socio conomiques La nouvelle dition proposera la mise jour de donn es ainsi que l actualisation de cas pratiques

Prépabac 1re STMG - Toutes les matières - Cours et entraînement au contrôle continu 2025 Nadège Decants,Frédéric Ginoux,Annie Goulvent,Laurent Izard,Frédérique Le Graverend,Stéphane Leteuré,Bernard Verlant,Thomas Brunet,Salomé

Moulin,2022-07-06 Un ouvrage de r vision complet le cours illustr par de nombreux sch mas et exemples des entra nements corrig s aux preuves de contr le continu de 1re un entra nement cibl sur l preuve finale anticip e de Fran ais des enrichissements num riques vari s vid os cartes presse etc disponibles sur foucherconnect fr pour approfondir ses connaissances et enrichir sa culture personnelle Nouveaut s 2022 Fran ais toutes les uvres au programme d clin es en fiches de r vision t l chargeables sur foucherconnect fr De nouveaux entra nements corrig s au plus pr s des nouvelles preuves du bac Plus de 150 QCM interactifs pour v rifier l acquisition des connaissances Mati res Sciences de gestion et num rique Droit et conomie Management Math matiques Fran ais Histoire G ographie Anglais Le titre le plus efficace pour bien se pr parer et r ussir son ann e d cisive de 1re STMG

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Thomas Brunet,Frédéric Ginoux,Annie Goulvent,Laurent Izard,Frédérique Le Graverend,Stéphane Leteuré,Bernard Verlant,Nadège Decants,Salomé Moulin,2019-07-10 Un ouvrage de r vision complet tout le cours en synth es structur et illustr d exemples concrets un entra nement efficace aux contr les continus de 1re un entra nement cibl sur l preuve anticip e de Fran ais Nouveaut s 2019 des synth es sous forme de sch mas et d infographies pour retenir l essentiel du cours des enrichissements num riques disponibles sur FoucherConnect pour approfondir ses connaissances et enrichir sa culture personnelle Mati res Sciences de gestion et num rique Droit et conomie Management Math matiques Fran ais Histoire G ographie Anglais La gamme d ouvrages id ale pour bien se pr parer et r ussir son ann e d cisive de 1re

**Renouveler la gestion des ressources humaines** Yves Emery,2003-01-01 BTS SAM Camille Bousser,Katia Pamphile,Carole

THIEBAUT,2025-08-19 Le BTS SAM Support l Action Manag riale se caract rise par sa polyvalence Il vise former des techniciens pouvant assurer des missions d interface de coordination et d organisation administrative Il permet ainsi de d velopper et mettre en uvre des comp tences transversales transposables de nombreux contextes professionnels ce titre c est un excellent socle pour une poursuite d tudes plus sp cialis e Cet ouvrage a t construit partir des preuves finales de ce BTS pour permettre de mieux en appr hender les attendus Il propose ainsi Des fiches de cours qui centralisent les connaissances fondamentales dans les mati res professionnelles et en culture conomique juridique et manag riale Des sch mas synth tiques pour avoir une vision d ensemble du contenu de cours Des sujets d annales corrig s avec de la m thodologie pour pr parer au mieux les preuves Des compl ements vid o sont accessibles sur la cha ne YouTube Mnemotactiques     *La planification stratégique des ressources humaines, 2e édition* Louise Lemire,Éric Charest,Gaétan Martel,Jacques

Larivière,2015-09-23T00:00:00-04:00 Positionnant la planification strat gique des ressources humaines comme une activit fondamentale contribuant la performance des administrations publiques cet ouvrage propose un outil pour analyser les principales phases de la planification strat gique des ressources humaines Des cas r els issus des gouvernements am ricain et britannique et des fonctions publiques canadienne et qu b coise illustrent le propos des auteurs

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