



ÉTUDES
D'ÉCONOMIE
POLITIQUE

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



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 développer le potentiel maximal des ressources sont en effet quelques uns des objectifs clés des entreprises Si les indicateurs de rendement et de valuation 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 videmment touchés par ces impératifs et ce non seulement dans la sphère du travail mais aussi dans la vie personnelle et familiale Cet ouvrage s'intéresse 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'épuisement professionnel sont des sujets d'actualité les articles réunis invitent le lecteur à réfléchir 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 le mode de gestion des ressources humaines tout participe 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, Kätlin 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 s'intéresse 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 précarisme 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 appel s s engager quant aux d fis 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,2015-02-04T00:00:00-05:00 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

soci t civile qu ailleurs au Canada Rassemblant les textes de divers sp cialistes cet ouvrage fait un bilan nuanc des volutions de ce mod le il en pr sente les principales caract ristiques actuelles mais aussi les d fis 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 dition de Gestion des ressources humaines a t revue actualis e et resserr e Tout en se concentrant sur l essentiel des mod les et en conservant l angle contextuel de la GRH elle oriente l tude vers le fil directeur de l analyse de ses syst mes L ouvrage pr sente l volution historique du concept et expose diff rents mod les th oriques de la GRH

Efficacit organisationnelle et performance sociale Adnane Belout,Simon L. Dolan,Martine Guidoni,2017-09-01 Les managers de demain sont condamn s allier action vision et leadership ainsi qu concilier rentabilit performance sociale et bien tre Plus que jamais ils ont besoin d une vue d ensemble globale de leur milieu socio conomique d outils pratiques de gestion et de mesure Cet ouvrage pr sente les dix leviers n cessaires une meilleure efficacit organisationnelle et gestion sociale Pratique il inclut des questionnaires et indicateurs pr sente des mesures et recommandations et offre une panoplie d exemples d actualit tayant les concepts sous jacents aux analyses et recommandations propos es S adressant aux cadres dirigeants des entreprises experts en gestion et consultants en qu te de solutions pragmatiques et d sirant parfaire leurs connaissances en management du capital humain Efficacit organisationnelle et performance sociale leur donne un cadre de travail et d intervention pr cis une vision structur e et un fil conducteur rigoureux suivre

Gérer une organisation à but non lucratif Guillaume Plaisance,2021-05-26 Voici un ouvrage qui propose pour la premi re fois de se tourner vers les petites et moyennes organisations but non lucratif OBNL et qui r pond aux sp cificit s de l conomie sociale et solidaire associations fondations coop ratives mutuelles des structures publiques op ras mus es etc ainsi que des organisations informelles Ces structures sont en r alit les plus nombreuses en France en effet l immense majorit des associations et OBNL ne fonctionne qu avec quelques membres ou adh rents 86 % des associations n ont pas de salari s Peu form s la gestion leurs dirigeants pourront trouver dans ce guide les bases fondamentales d une bonne gestion appliqu es et adapt es aux OBNL Enfin en s appuyant sur ce livre les OBNL pourront galemment construire un rapport int gr r pondant aux normes de l IIRC cadre de r f rence pour le reporting int gr

CEJM en cartes mentales Camille Bousser,2025-08-19 La Culture conomique Juridique et Manag riale est une mati re qui mobilise beaucoup de concepts et de connaissances Dans le but de les ma triser tre efficace dans vos r visions comprendre la logique du programme et tre capable de l utiliser bon escient cet ouvrage pr sente Du cours synth tique pour retenir l essentiel Des cartes mentales pour m moriser les notions Le lexique mobiliser et les auteurs conna tre pour faire la diff rence lors des examens Des sujets corrig s pour s entra ner aux preuves Cet ouvrage s adresse aux tudians d butant dans la discipline ceux qui ont choisi un BTS pour s immerger dans le concret ainsi qu tous ceux qui souhaitent aller l essentiel En compl ment retrouvez des focus et des conseils de m thode sur la cha ne YouTube Mnemotactiques pour mieux r ussir 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 sistémicas y se transformaron en nuevos sujetos sociales todavía viven en una situación de secundaridad. Los trabajos de un conjunto de expertas de las más variadas disciplinas contenidos en estas páginas no sitúan a los hombres como enemigos. Al contrario abogan por la necesaria transformación de las instituciones políticas sociales y económicas.

Contrôle de gestion sociale Bernard Martory, 2018-02-28 L'ouvrage de référence pour piloter toutes les données 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 contrôle. Cet ouvrage propose une méthode, un déroulé 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 contrôle. Il réunit des solutions applicables à l'ensemble des nouvelles problématiques de gestion des hommes et de leurs performances depuis le pilotage des effectifs des rémunérations et de la masse salariale, la réalisation et le suivi des budgets de frais de personnel jusqu'au développement des résultats socioéconomiques. La nouvelle édition proposera la mise à jour de données 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 référence complet le cours illustré par de nombreux schémas et exemples des entraînements corrigés aux preuves de contrôle continu de 1re un entraînement ciblé sur la preuve finale anticipée de Français des enrichissements numériques variés vidéos cartes presse etc disponibles sur foucherconnect.fr pour approfondir ses connaissances et enrichir sa culture personnelle. Nouveautés 2022 Français toutes les œuvres au programme décrites en fiches de référence téléchargeables sur foucherconnect.fr. De nouveaux entraînements corrigés au plus près des nouvelles preuves du bac. Plus de 150 QCM interactifs pour vérifier l'acquisition des connaissances. Matières : Sciences de gestion et numérique, Droit et économie, Management, Mathématiques, Français, Histoire, Géographie, Anglais. Le titre le plus efficace pour bien se préparer et réussir son année décisive de 1re STMG.

PREPABAC 1re STMG -Bac 2022 - Toutes les matières - Cours et contrôle continu 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 référence complet tout le cours en synthèses structurées et illustrées d'exemples concrets, un entraînement efficace aux contrôles continus de 1re un entraînement ciblé sur la preuve anticipée de Français. Nouveautés 2019 des synthèses sous forme de schémas et d'infographies pour retenir l'essentiel du cours des enrichissements numériques disponibles sur FoucherConnect pour approfondir ses connaissances et enrichir sa culture personnelle. Matières : Sciences de gestion et numérique, Droit et économie, Management, Mathématiques, Français, Histoire, Géographie, Anglais. La gamme d'ouvrages idéale pour bien se préparer et réussir son année décisive 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 Managériale se caractérise par sa polyvalence Il vise former des techniciens pouvant assurer des missions d'interface de coordination et d'organisation administrative Il permet ainsi de développer et mettre en œuvre des compétences transversales transposables de nombreux contextes professionnels ce titre c'est un excellent socle pour une poursuite d'études plus spécialisée Cet ouvrage a été construit à partir des preuves finales de ce BTS pour permettre de mieux appréhender les attendus Il propose ainsi Des fiches de cours qui centralisent les connaissances fondamentales dans les matières professionnelles et en culture économique juridique et managériale Des schémas synthétiques pour avoir une vision d'ensemble du contenu de cours Des sujets d'annales corrigés avec de la méthodologie pour préparer au mieux les preuves Des compléments vidéo sont accessibles sur la chaîne 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 stratégique des ressources humaines comme une activité fondamentale contribuant la performance des administrations publiques cet ouvrage propose un outil pour analyser les principales phases de la planification stratégique des ressources humaines Des cas réels issus des gouvernements américain et britannique et des fonctions publiques canadienne et québécoise illustrent le propos des auteurs

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