

RESSOURCES HUMAINES

Michel Barabel • Olivier Meier

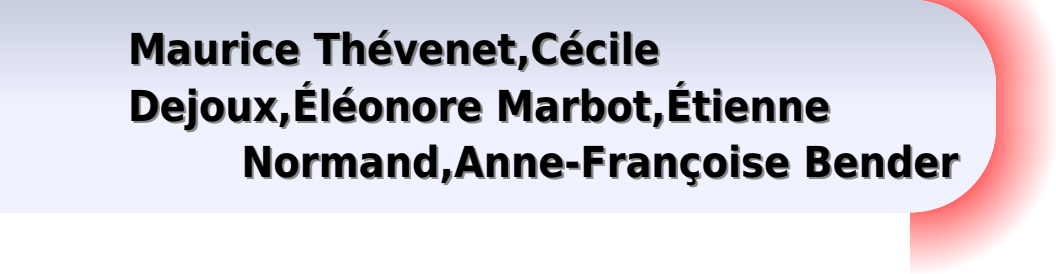
Gestion internationale des ressources humaines

- ▶ Bâtir une stratégie GIRH efficace
- ▶ Organiser la mobilité internationale
- ▶ Articuler RH globale et locale

4^e édition

DUNOD

Gestion Internationale Des Ressources Humaines



**Maurice Thévenet, Cécile
Dejoux, Éléonore Marbot, Étienne
Normand, Anne-Françoise Bender**

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Gestion internationale des ressources humaines - 3e édition Michel Barabel, Olivier Meier, 2014-03-19 Quel est le rôle d'une fonction ressources humaines dans les entreprises internationales Comment s'organise la mobilité internationale expatriation détachement VIE impatriation etc Pourquoi encourager les carrières internationales Les auteurs abordent les grandes questions de la gestion internationale des ressources humaines GIRH le contexte d'internationalisation des entreprises et ses conséquences sur les ressources humaines les pratiques de GIRH travers de nombreux cas et points de vue d'experts les spécificités du système français avec une analyse comparative des différents pays Entièrement actualisée cette troisième édition propose plusieurs cas d'entreprises et des fiches outils inédites permettant de mettre en pratique les processus étudiés

La gestion internationale des ressources humaines - 2e édition Michel Barabel, Olivier Meier, 2011-04-06 L'ouvrage traite la fois un sujet de cours et un sujet d'actualité en raison de l'importance de l'internationalisation des entreprises Il aborde toutes les questions de la gestion internationale des RH soit expatriation mobilité internationale des cadres gestion de carrière internationale politiques de recrutement internationales questions d'attractivité mondiale et communication interne

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Gestion internationale des ressources humaines Michel Barabel, Olivier Meier, 2011 L'ouvrage traite la fois un sujet de cours et un sujet d'actualité en raison de l'importance de l'internationalisation des entreprises Il aborde toutes les questions de la gestion internationale des RH soit expatriation mobilité internationale des cadres gestion de carrière internationale politiques de recrutement internationales questions d'attractivité mondiale et communication interne Cette nouvelle édition approfondit les questions posées par la rémunération et la gestion des relations sociales à l'étranger Tous les exemples et les cas d'entreprise ont été actualisés Cette nouvelle édition s'enrichit galement des témoignages de responsables de grands groupes internationaux Alcatel Lucent Hutchinson Total Veolia Environnement

Gestion internationale des ressources humaines - 4e éd. Michel Barabel, Olivier Meier, 2018-04-25 Quel est le rôle d'une fonction ressources humaines dans les entreprises internationales Comment s'organise la mobilité internationale expatriation détachement VIE impatriation etc Pourquoi encourager les carrières internationales Les auteurs abordent les grandes questions de la gestion internationale des ressources humaines GIRH le contexte d'internationalisation

des entreprises et ses conséquences sur les ressources humaines les pratiques de GIRH travers de nombreux cas et points de vue d'experts les spécificités du système français avec une analyse comparative des différents pays Entièrement actualisée cette troisième édition propose plusieurs cas d'entreprises et des fiches outils inédites permettant de mettre en pratique les processus étudiés **Management et gestion internationale des ressources humaines** Yves Girouard, 1992

Fonctions RH Maurice Thévenet, Cécile Dejoux, Éléonore Marbot, Étienne Normand, Anne-Françoise Bender, 2009-01-23 Fonctions RH offre une initiation globale dynamique et actuelle la gestion des ressources humaines **La gestion internationale des ressources humaines** Françoise Dany, 1995 Ce working paper fait part de données empiriques relatives aux pratiques et politiques actuelles de management international des Ressources Humaines d'employées par les entreprises françaises Il vise donc compléter les données déjà disponibles sur ce sujet Un premier résultat est que les entreprises multinationales françaises consultées privilégient dorénavant des approches polycentriques Un autre résultat est que les pratiques d'expatriation changent le modèle de l'expatrié professionnel tend à disparaître Il est également mentionné que les multinationales françaises ont une politique de sélection de leurs expatriés très affirmée elles donnent la priorité ceux qui ont des potentiels de carrière prometteurs **Gestion internationale des ressources humaines** Michel Barabel, Olivier Meier, 2018-04-25 Quel est le rôle d'une fonction ressources humaines dans les entreprises internationales Comment s'organise la mobilité internationale expatriation détachement VIE impatriation etc Pourquoi encourager les carrières internationales Les auteurs abordent les grandes questions de la gestion internationale des ressources humaines GIRH le contexte d'internationalisation des entreprises et ses conséquences sur les ressources humaines les pratiques de GIRH travers de nombreux cas et points de vue d'experts les spécificités du système français avec une analyse comparative des différents pays Entièrement actualisée cette troisième édition propose plusieurs cas d'entreprises et des fiches outils inédites permettant de mettre en pratique les processus étudiés **Management et gestion internationale des ressources humaines** Yves Girouard, 1994 La gestion internationale des ressources humaines Françoise Dany, 1995

Management interculturel et styles d'apprentissage Christoph I. Barmeyer, 2007 *La gestion internationale de ressources humaines* Mathilde Halphen, 1997 *La gestion internationale des ressources humaines* Françoise Dany, 1996

Cadres sans frontières Yves Vidal, 1991 **Contrôle des filiales étrangères par la gestion internationale des ressources humaines** Marie-Laure Grillat, 2014 La thèse défend l'idée selon laquelle la Gestion Internationale des Ressources Humaines GIRH englobe un ensemble de démarches qui soutiennent la décentralisation et le contrôle des activités étrangères dans le contexte de multinationalisation des firmes Ce travail décrit et analyse les dispositifs de contrôle par la GIRH actuellement d'employées par les multinationales françaises pour intégrer et coordonner leurs filiales étrangères Il s'attache également à comprendre le fonctionnement et les déterminants Pour ce faire la méthode des études de cas comparatives a été privilégiée La recherche compare ainsi quatorze multinationales françaises opérant dans différents secteurs d'activités qui

comptent pour la plus petite 2 000 salariés et pour la plus grande 270 000 collaborateurs dans le monde L analyse des cas combine trente deux entretiens semi directifs auprès de différents acteurs impliqués dans la GIRH et une analyse approfondie de données secondaires internes et publiques rapports annuels site internet presse professionnelle etc Les résultats de l'étude discutent dans un premier temps de l'actualité du modèle EPRG de Perlmutter et Heenan 1979 dans les contextes étudiés Dans un deuxième temps ils soulignent le rôle de la GIRH dans la décentralisation des activités internationales et dans la diffusion des meilleures pratiques Les résultats proposent ensuite une modélisation qui met en évidence les déterminants et la complémentarité des leviers de contrôle par la GIRH Ce modèle souligne l'importance des contextes structurels et environnementaux en particulier des facteurs institutionnels dans la définition du dispositif de contrôle Pour conclure ce travail établit une série de pronostics sur les évolutions des pratiques de GIRH des firmes

Développer les RH à l'international Benoît

Théry, 2011-05-04 L'internationalisation des entreprises notamment les coopérations fusions et acquisitions transnationales ont considérablement largi le champ de la gestion des ressources humaines Comment développer t-on organise t-on affecte t-on le capital humain sur un territoire ou entre les territoires L'objectif de cet ouvrage est de définir les enjeux ressources humaines des implantations internationales en particuliers dans les pays émergents et en développement puis de proposer des outils et pratiques facilitant la prise de décision chaque étape de l'implantation d'une entreprise l'étranger étudie préalable d'exploitation Enfin des études de cas montrent les différents volets RH prendre en compte chaque phase préalable faisabilité implantation organisation développement des RH intégration management interculturel RSE L'auteur s'appuie sur son expérience de consultant international acquise depuis de nombreuses années auprès de grands groupes français et anglo saxons

Gestion des ressources humaines internationales Christoph Barmeyer, 2008

L'internationalisation des entreprises notamment les coopérations acquisitions et fusions transnationales largissent considérablement le champ de la gestion des ressources humaines dans une perspective internationale et multiculturelle Ainsi est née la nouvelle discipline de la Gestion des Ressources Humaines internationales GRHi Recrutement de salariés au profil international développement des compétences travers les filiales laboration et introduction des nouveaux outils de management transfert des systèmes et des pratiques RH dans les filiales les missions opérationnelles sont nombreuses et complexes Du point de vue stratégique la GRHi a pour but de concilier la création de valeur pour les organisations multinationales afin qu'elles restent compétitives et la responsabilité sociale par le respect et le développement du capital humain Pour réussir dans leur mission les professionnels en GRH dans les entreprises multinationales doivent acquérir une bonne connaissance des différents aspects de la complexité de la GRHi des théories et des pratiques qui permettent d'analyser comprendre et gérer de façon proactive les situations dans ce domaine Tel est l'objet de cet ouvrage Il invite praticiens et étudiants RH à un voyage initié au cœur de la GRHi Des concepts théoriques essentiels aux outils et cas pratiques en passant par les résultats des recherches internationales et comparées les plus récentes toutes les problématiques sont examinées pour permettre une compréhension globale de la GRHi Spécialistes et

chercheurs reconnus venant de différentes régions du monde se sont ici réunis pour partager leurs savoirs et expériences et perspectives variées et offrir ainsi un regard novateur et diversifié sur ce sujet

Management international Hanane Beddi, Sophie Nivoix, 2017-02-24 Un ouvrage synthétique avec des définitions et les principaux concepts sur le management international appuyé par un grand nombre d'exemples récents cet ouvrage fournit une démarche d'analyse construite pédagogiquement et complète. Conçu dans une optique managériale il propose un découpage des thématiques qui permet de répondre trois grandes questions

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Partie 2 Quels moyens pour s'internationaliser La réponse renvoie aux fonctions clés de l'entreprise qui s'internationalise les modes de financement activables les modalités d'organisation des firmes l'international les moyens logistiques mis en œuvre pour réaliser son activité

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