

PROCESE HR DE BUSINESS

Competente tehnice	Competente specifice	Link	Tip	Content
Planificarea talentului	Definirea Talentului	https://www.hrmagazine.co.uk/	Articol	What do we mean when we talk about talent?
		https://www.humanresourcesonline.com/	Articol	4 ways to define 'talent'
		https://hrcenter.rs/en/riznica/le	Articol	What is talent?
		https://www.tlnt.com/just-what	Articol	What is "top talent"?
		https://www.yourerc.com/blog/	Articol	The 8 Defining Qualities of Top Talent
	Identificarea Rolurilor Cheie	http://www.thedifferentiatedworkforce.com/	Carte	Identify Strategic Positions
		https://apac.aonhewitt.com/hot	Articol	Do You Know the Critical Roles in your Organisation?
		https://smallbusiness.chron.com	Articol	How to Identify the Key Positions That Support the Organizational Structure
		https://rameshmuthusamy.files	Articol	How do we determine a position is a "KEY" in our Organisation?
	Identificarea talentului intern si extern	https://fitsmallbusiness.com/int	Articol	Internal vs. External Recruiting: Tips, Tools & Benchmarks 2018
		https://www.raconteur.net/hr/c	Articol	Charting future talent
		http://www.hrpulse.co.za/edito	Articol	Talent mapping: How to navigate your workforce
		http://www.talentintelligence.co	Articol	Solve Your Most Critical Internal and External Talent Pool Issues
		https://www.smartrecruiters.co	Articol	Internal and External #Recruiting: The Good, the Bad and the Ugly
	Planificarea capitalului uman	https://blog.careerminds.com/w	Articol	What Are the Steps in Workforce Planning?
		https://www.analyticsinhr.com/	Articol	5 Essential Workforce Planning Tools for any HR professional
https://www.tlnt.com/5-steps-t		Articol	5 Steps to Making Your Workforce Planning Strategic	
https://mitrefinch.com/blog/5-s		Articol	5 simple steps to efficient workforce planning	
Consolidarea si dezvoltarea capabilitatilor organizationale	Managementul performantiei	https://www.koganpage.com/pi	Carte	Armstrong's Handbook of Performance Management
		https://hr.berkeley.edu/hr-netw	Curs	Berkely University - Guide to managing Human Resources - Performance Management
		https://www.mckinsey.com/bus	Articol	McKinsey - Performance management: Why keeping score is so important, and so hard
		http://web.mit.edu/chintanv/w	Articol	Punishing by Rewards: When the Performance Bell-curve Stops Working For You
		http://iosrjournals.org/iosr-jbm/	Studiu	From Performance Appraisal to Performance Management
		https://hbr.org/video/51229692	Video	Reinventing Performance Management
		http://www.hrmonline.com.au/	Video	HRM TV: The best way to approach performance management - interview with CEB (Gartner) Executive Director
		https://www.youtube.com/watc	Video	Performance Management for a 21st Century Organization (SHRM Conference, 2015)
		https://www.youtube.com/watc	Video	How to create a high performance culture Andrew Sillitoe TEDxRoyalTunbridgeWells
		https://www.youtube.com/watc	Video	10 TED talks on best-practice performance management

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Consolidarea si dezvoltarea capabilitatilor organizationale	Managementul performantei	https://www.youtube.com/watch?v=...	Video	Webinar with Josh Bersin: Is your performance management process healthy?	
		https://www.cipd.co.uk/Images/...	Studiu	CIPD Paper - Assessing what works in performance management	
		https://joshbersin.com/2018/07/...	Articol	Bersin/Deloitte - Continuous Performance Management	
		https://www.shrm.org/hr-today/...	Studiu	SHRM - Performance Management A roadmap for developing, implementing and evaluating performance management systems	
		https://hbr.org/2011/11/deliver...	Articol	Harvard Business Review - Delivering an Effective Performance Review	
		https://www.shrm.org/hr-today/...	Studiu	SHRM - Performance management that makes a difference: an evidence-based approach	
Managementul compensatiilor si beneficiilor	Strategie de recompensare si politici salariale	https://nscpolteksby.ac.id/eboo...	Carte	Michael Armstrong's Handbook of Human resources management practice 10th Edition - Managing reward systems Chapter	
		https://nscpolteksby.ac.id/eboo...	Carte	Robert L. Mathis, Human Resources Management 13th Edition 2010 - Total Rewards & Compensation Chapter	
		https://nscpolteksby.ac.id/eboo...	Carte	Michael Armstrong's Handbook of Human resources management practice - Reward Management Chapter	
		Armstrong's Handbook of Reward Management Practice	Carte	Michael Armstrong's Handbook of Reward Management Practice	
		The Reward Management Toolkit	Carte	Michael Armstrong's Reward Management Toolkit	
		Reward Management : Alternatives, Consequences and Contexts	Carte	Reward Management: Alternatives, Consequences and Contexts by Stephen Perkins	
		ROSE, M. (2018) Reward management: a practical introduction. 2nd ed. HR Fundamentals, by ROSE, M. (2018)	Carte	Reward management: a practical introduction. 2nd ed. HR Fundamentals, by ROSE, M. (2018)	
		https://www.peoplemanagement.com/...	Articol	We can make you work for less: the psychology of pay. People Management (online). 27 October. -Simms J.	
		https://www.employeebenefits.com/...	Articol	Building blocks of reward: job evaluation. (2013) IDS Pay Report. No 1114, July. pp17-19.	
		https://edisciplinas.usp.br/plugin...	Articol	The Future of Reward Management: From Total Reward Strategies to Smart Rewards	
		https://www.lynda.com/Business...	Curs	Lynda.com - Human Resources: Pay Strategy	
		https://www.shrm.org/hr-today/...	Studiu	SHRM - Implementing Total Rewards Strategies	
		https://open.buffer.com/salary-...	Articol	Politica salariala & transparenta	
		https://www.towerswatson.com/...	Articol	Flexibilitate si automatizare	
		https://www.hrzone.com/lead/...	Articol	Disruptivitate & rewards	
		https://www2.deloitte.com/insights...	Articol	New Rewards	
		http://www.hrmagazine.co.uk/a...	Articol	Cryptocurrency	
		Plata pentru performanta	https://www.youtube.com/watch?v=...	Video	Pay for Performance Part 1: Theory and Practice, WorldatWork
			https://www.youtube.com/watch?v=...	Video	Pay for Performance Part 2 - The Success of Plans
	https://www.youtube.com/watch?v=...		Video	Pay for Performance Part 3: Making a Case	

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Managementul compensatiilor si beneficiilor	Plata pentru performanta	https://www.youtube.com/watch?v=...	Video	Implementing Pay for Performance at All Levels of an Organization
		https://www.forbes.com/sites/l...	Articol	The Motivating Power Of 'Pay For Performance'
		https://www.atkearney.nl/docu...	Articol	Pay for performance but Does your payment model perform?
		https://www.willistowerswatson.com/...	Articol	Willis Towers Watson: How to make pay for performance more than just a tagline
		http://highpaycentre.org/files/N...	Articol	Executive Pay for performance
		https://nscpolteksby.ac.id/eboo...	Carte	Robert L. Mathis, Human Resources Management 13th Edition 2010 - Variable Pay Chapter
		https://www.aon.com/attachme...	Articol	WorldatWork Magazine: Paying for performance in the New Economic Reality
		https://scholarship.sha.cornell.e...	Studiu	How and what you pay matters: the relative effectiveness of merit pay, bonuses, and long-term incentives on future job performance - Sanghee Park & Michael C. Sturman Cornell University
		https://www.amazon.de/Armstr...	Carte	Armstrong's Handbook of Reward Management Practice: Improving Performance Through Reward by Michael Armstrong (2010-03-03)
		https://books.google.de/books?	Carte	Executive Remuneration & Employee Performance Related - Pay, T. Boeri
		http://www.oracle.com/us/med...	Studiu	Oracle: Performance-Driven Compensation: The Corporate Talent Insurance Policy
		https://www.theatlantic.com/bi...	Articol	Pay for Performance
		https://hbswk.hbs.edu/item/shc...	Articol	Alternatives to Pay-for-performance
		https://www.sibson.com/media...	Articol	WorldatWork Magazine: Six Pitfalls to avoid when designing an incentive pay plan
	Beneficii non-financiare	https://www.researchgate.net/p...	Articol	Attractiveness of non-financial rewards for prospective knowledge workers An experimental investigation
		https://www.employment-studi...	Articol	Non-Financial Recognition - The most effective of rewards?
		https://www.cleverism.com/goc...	Articol	Google way of motivating employees
		https://www.youtube.com/watc...	Video	Recognition & Reward
		https://www.cleverism.com/hov...	Articol	How to Recognize & Reward Your Employees
		https://joshbersin.com/2018/10...	Articol	Well-being
		https://www.snacknation.com/t...	Articol	Employee Recognition
MANAGEMENTUL FUNCTIUNII DE HR				
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Metrici, raportare si managementul financiar	Bugetare	https://playbook.amanet.org/bu...	Articol	Budgeting vs Forecasting
		https://www.journalofaccounta...	Articol	Budgeting Excel tips

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Metrici, raportare si managementul financiar	HR Controlling	https://www.grin.com/documen	Carte	Human Resource Controlling in small and medium-sized enterprises (continut & abstract)
		https://www.baumann-finance.com	Articol	HR-Controlling/ Humar Resource Controlling
		https://www.performancemaga	Articol	How to measure the performance of your Human Resources department
		https://www.bernardmarr.com/	Articol	How to measure HR Effectiveness: Finding the HR KPIs that matter the most
		https://www.analyticsinhr.com/	Articol	21 Employee Performance Metrics
		https://www.analyticsinhr.com/	Articol	Human Resources KPIs: an in-depth explanation with metrics & examples
	Raportare de HR	https://www.analyticsinhr.com/	Articol	What is an HR Dashboard & HR Report? Examples, Visuals and a How-To
		https://www.analyticsinhr.com/	Articol	How smart HR System design leads to high-quality data: 5 tips
		https://www.hrzone.com/lead/c	Articol	HR automation: why real-time reporting is about more than accuracy
	Managementul Riscului	https://www.hcamag.com/au/sp	Articol	HR and risk management - an ideal match
		https://www.hrmagazine.co.uk/	Articol	Top eight HR risks, and how to handle them
		https://articles.extension.org/pa	Articol	The role of Human Resource Management in Risk Management
		https://www.google.com/url?sa	Studiu	Human Resources risk management: Governing people risks for improved peerformance
Managementul informatiei de HR	Gestionarea datelor de HR	https://defeatexcel.com/excel-f	Articol	Excel for HR Professionals
		http://www.peopleclick.com/Lir	Articol	How to efficiently drive HR data accuracy, visibility and a stronger organization
		https://www.peoplehr.com/blog	Articol	How to analyse HR data to earn a more proeminent role
		https://chandoo.org/wp/excel-f	Video	Top 5 HR Analytics Examples
	Sisteme informatice de HR	https://www.businessnewsdaily	Articol	6 Essential Tech Tools for your HR Department
		https://www.shrm.org/hr-today	Articol	How technology is reinventing the HR - IT relationship
		https://www.talentlyft.com/en/	Articol	Top 60 HR Tools
		https://www.analyticsinhr.com/	Articol	How to successfully select and implement an HRIS
		https://searchhrsoftware.techta	Articol	9 technical challenges of cloud-based HR systems
		https://www.youtube.com/watc	Video	Visio 2016 for Human Resources
CULTURA SI ORGANIZATIE				
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Structurare organizationala	(Re)Design Organizational	https://www.amazon.com/Orga	Carte	Organizational Theory, Design, and Change, autor Gareth R Jones
		https://books.google.com/book	Carte	The Modern Firm: Organizational Design for Performance and Growth, autor John Roberts (capitole selectate)
		http://citeseerx.ist.psu.edu/view	Carte	Organizational Behaviour, autori: David Buchanan & Andrzej Huczynski (continut)
		https://www.shrm.org/academi	Articol	Building the future: HR's role in Organizational Design
		https://pdfs.semanticscholar.org	Articol	Tackling Design Anew: Getting Back to the Heart of Organizational Theory

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Structurare organizationala	(Re)Design Organizational	https://www.ukessays.com/essays/management/organizational-design-essay.php	Articol	Key elements in Organizational Design
		http://www.iloencyclopaedia.org/en/topic/psychosocial-and-organizational-factors	Articol	Psychosocial & Organizational Factors (capitole: Person-Environment Fit, Environmental Design, Autonomy and Control, Organizational Structure) - Copy-Paste the link in the browser
		http://www.iloencyclopaedia.org/en/topic/organizations-and-health-and-safety	Articol	Organizations and Health and Safety Copy-Paste the link in the browser
		https://hbr.org/2015/07/bright-shiny-objects	Articol	Bright, Shiny Objects and the Future of HR
		https://www.smartsheet.com/essential-guide-to-business-process-mapping	Articol	Essential guide to business process mapping
		https://tallyfy.com/business-process-mapping/	Articol	Step by step guide to business process mapping
		https://www.forbes.com/sites/charlie-angel/2017/05/08/strategic-ways-to-outsource-and-when-to-do-it/	Articol	Strategic ways to outsource, and when to do it
		https://www.peoplehr.com/blog/how-outsourcing-has-changed-the-hr-department-the-pros-and-cons/	Articol	How outsourcing has changed the HR department: the pros and cons
		https://study.com/academy/lesson/types-of-traditional-organizational-designs.html	Video	Types of Traditional Organizational Designs
https://study.com/academy/lesson/types-of-contemporary-organizational-designs.html	Video	Types of Contemporary Organizational Designs		