

A hand holding a smartphone is the central focus, surrounded by a network of icons including a speech bubble, a laptop, a globe, a camera, and an '@' symbol. The background is a dark, textured blue.

PEOPLE HAVE THE POWER

Milano, 23 Novembre 2016



Human resources

From Wikipedia, the free encyclopedia

For the 1999 film, see *Human Resources (film)*. For the "Doctor Who" episode, see *Human Resources (audio drama)*.

Human resources is the set of individuals who make up the *workforce* of an organization, business sector, or economy. "Human capital" is sometimes used synonymously with human resources, although human capital typically refers to a more narrow view (i.e., the knowledge the individuals embody and economic growth). Likewise, other terms sometimes used include "manpower", "talent", "labour", or simply "people".

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Definition of staffing or personnel management [edit]

Staffing is a process of hiring, and overseeing employees in an organisation.^[1]

Origins [edit]

Pioneering economist John R. Commons used the term "human resource" in his 1893 book *The Distribution of Wealth* but did not further build upon it. The term "human resource" was subsequently in use during the 1910s and 1920s as was the idea that workers could be seen as a kind of capital asset. Among scholars the first use of "human resources" in its modern form was in a 1958 report by economist E. Wight Bakke.^[2] The term began to become more common in the 19th century due to misunderstandings between the employers and employees.^[3]

The term in practice

From the corporate objective, employees have been traditionally viewed as assets to the enterprise, whose value is enhanced by further learning and development, referred to as *human resource development*.^[4]

In regard to how an individual responds to the changes in a *labour market*, the following must be understood:

- Skills and qualifications: as workers move from manual to more managerial professions so does the need for more highly skilled staff. If the market is "tight" (i.e. not enough staff for the jobs), employers must compete for employees by offering financial rewards, community investment, etc.
- Geographical spread: how far from the individual? The distance to travel to work should be in line with remuneration, and the transportation and infrastructure of the area also influence who applies for a position.
- Occupational structure: the relative values of the different careers within an organization. Mahoney 1989 developed 3 different types of occupational structure, namely, craft (loyalty to the profession), organization career path (promotion through the firm) and unstructured (lower/unskilled workers who work when needed).
- Generational difference: different age categories of employees have certain characteristics, for example, their behavior and their expectations of the organization.^[5]

Concerns about the terminology [edit]

Business administration



Company · Business · Conglomerate

Business organization	[show]
Business entity	[show]
Corporate governance	[show]
Corporate titles	[show]
Economy	[show]
Corporate law	[show]
Finance	[show]
Accounting	[show]
Trade	[show]
Organization	[show]
Society	[show]
Types of management	[show]

V · T · E

One major concern about considering people as assets or resources is that they will be commoditized and abused. Some analysis suggests that human beings are not “commodities” or “resources“, but are creative and social beings in a productive enterprise





Harvard Business Review

Can Google Stay Google?
Sony's Michael Lynton on the Hacking Debacle
Intel's Employer-Lead Health Care Revolution

2015



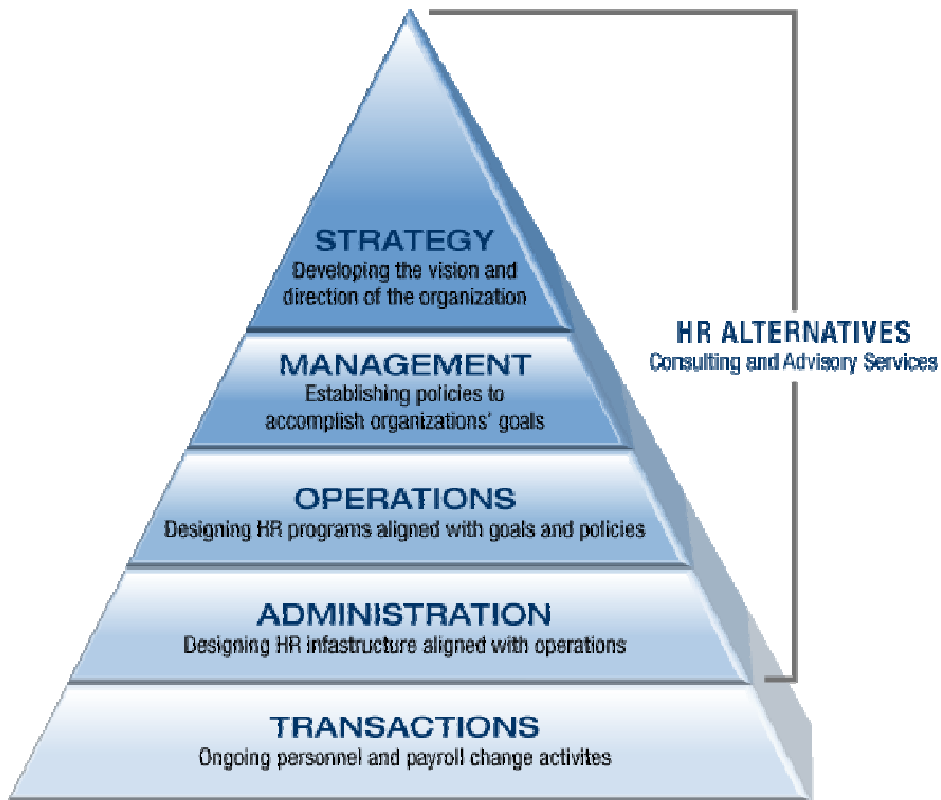
IT'S TIME TO BLOW UP

HR

AND BUILD SOMETHING NEW.

HERE'S HOW

Performance Management
Development
HR Healthcheck
Handbook
Training
Diversity
Benefits
Employment tribunals
Turnover
Recruitment & Selection
Retention
Employees
Induction
HR Strategy
Human Resources
HR Starter Pack
Manager
Coaching
Bonus
People
Morale
Appeals
Learning
Managers
Contract
Interview
Line Manager
HR Skills
Grievance
Appraisal
Monthly Retainer
Conduct
Disciplinary
Restructure
Absence
Policies & Procedures
Pay & Reward
Leadership



Dave Ulrich Model of HR Roles



HR TRENDS 2016/2017

TECHNOLOGY

Speed- Mobile- Wearables- Virtual Reality-
Robotization- Artificial Intelligence- Cloud

DEMOGRAPHIC

Gen Y/ Gen Z- Baby Boomers Staying or Going?-
Urbanization

GENERAL TRENDS

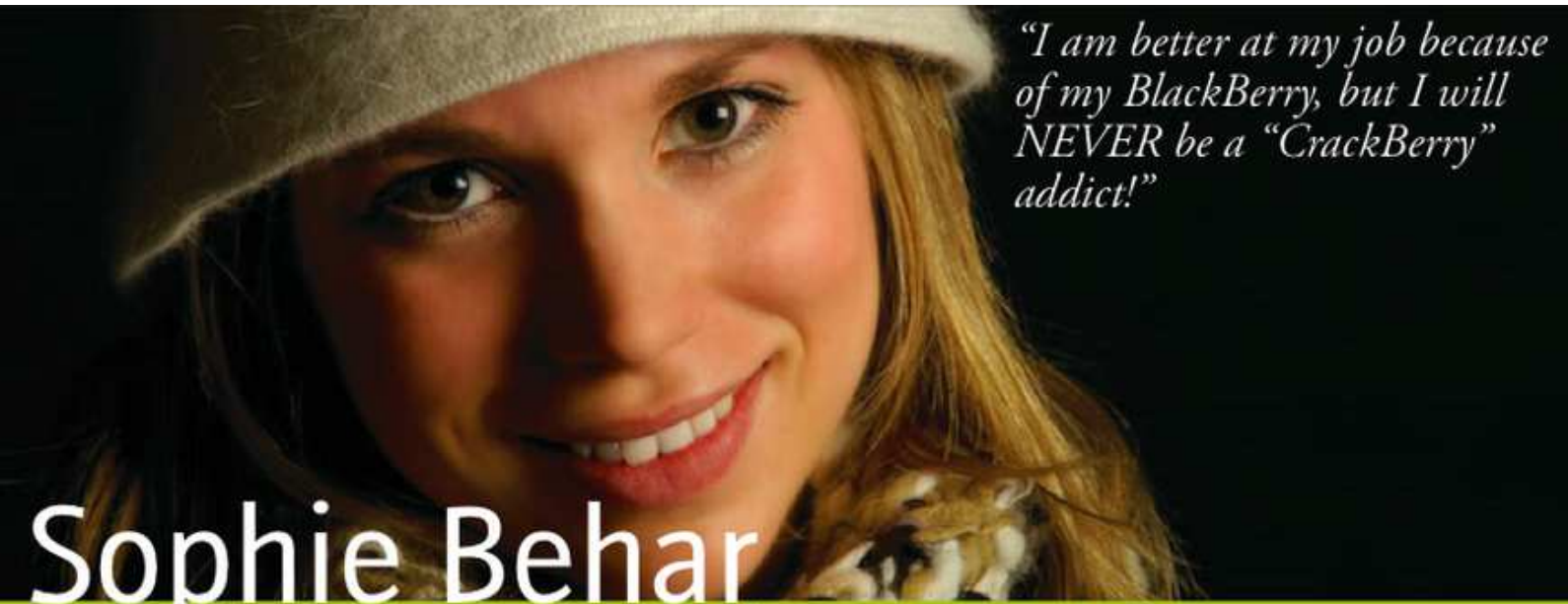
Consumerism- Transparency







**DO COOL THINGS THAT
MATTER.
LIFE IS SHORT.**

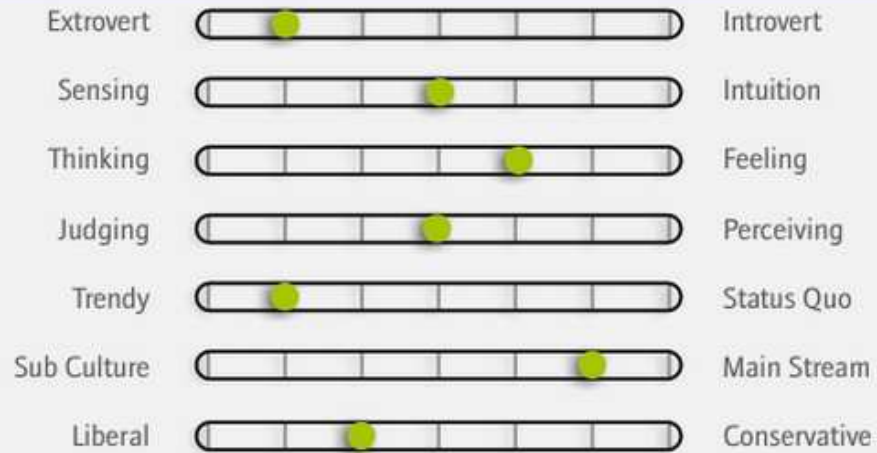


"I am better at my job because of my BlackBerry, but I will NEVER be a "CrackBerry" addict!"

Sophie Behar

Business Professional

Age Demographic 28-31
Life Stage Career builder; married, one
Internet Usage kid 5 y/o
Leisure Reading 10hrs per week
Relevant Products Management books
BlackBerry device;
Mustung; Roxio; BIS



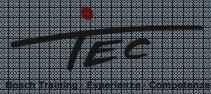
FYI For your improvement

The image features a dark, textured background with a grid of fine lines. Six hands are shown in silhouette, reaching towards the center from the top, bottom, left, and right. They are holding a thin, light-colored net that is stretched across the center of the frame. The net is composed of a series of intersecting lines, creating a mesh pattern. The hands are positioned at the corners of a hexagon, with the net's edges meeting at their fingertips. The overall composition is symmetrical and centered.

COACHING
OURSELVES



[What Google Learned](#)
[From Its Quest](#)
[to Build](#)
[the Perfect Team](#)



Allenarsi per il Futuro

ALLENARSI PER IL FUTURO

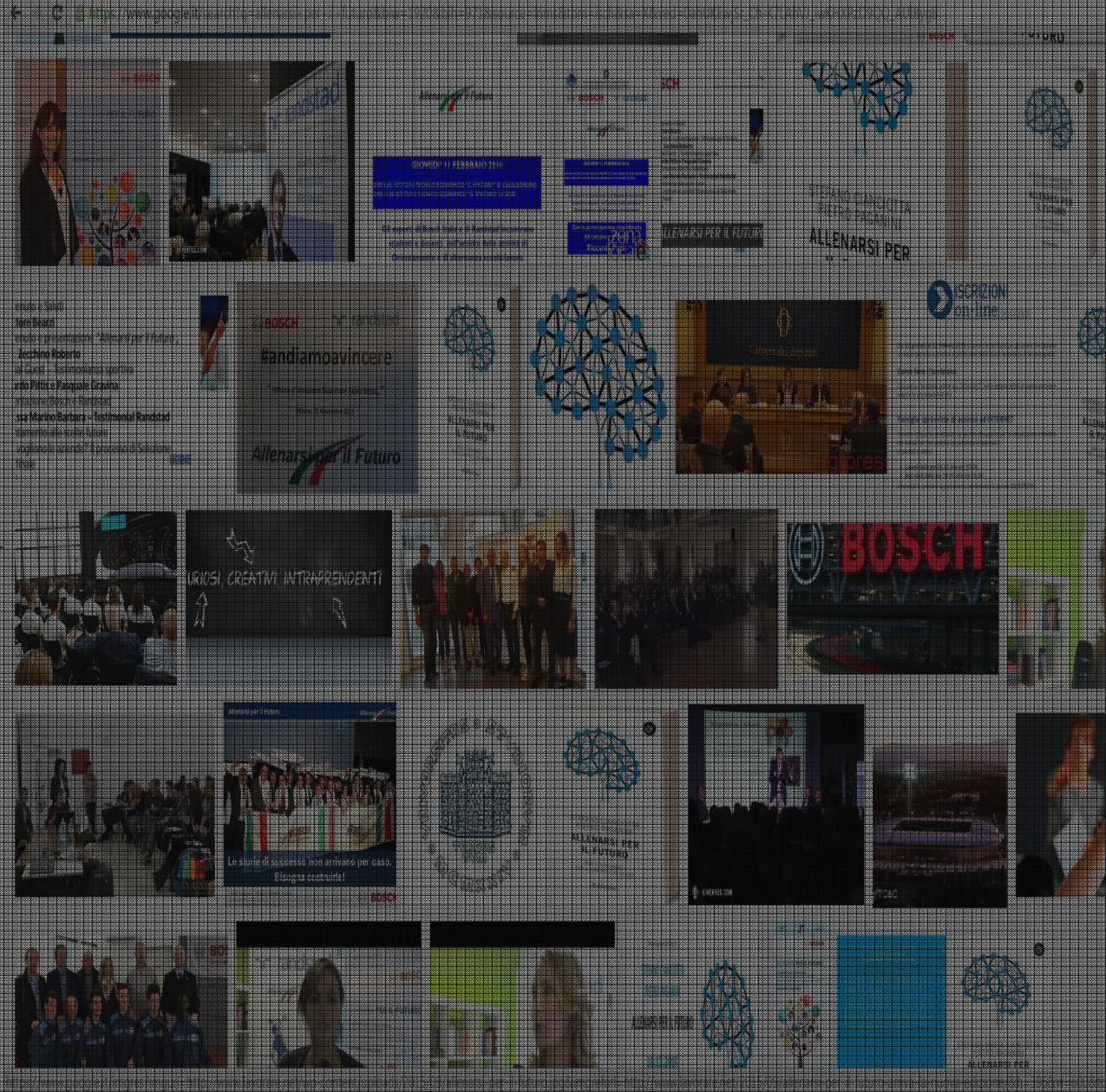


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L'incontro si terrà il 3 Dicembre 2015 dalle ore 10.30 alle ore 12.30 presso l'Aula Magna del Campus di Macchia Romana, Potenza.






Leading

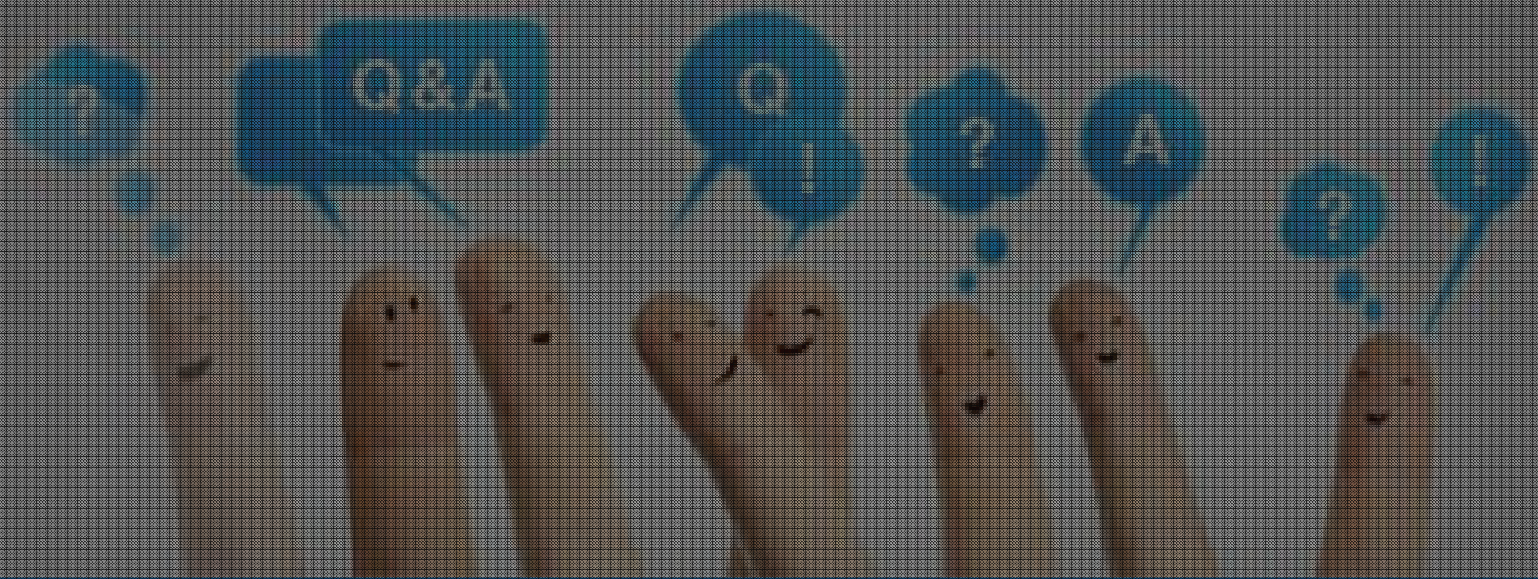


Even Leading HR functions with some mature and sophisticated practices have opportunities to improve, and our research indicates that these functions are still behind the curve when it comes to **talent analytics** and managing their **employment value** proposition.

We can help you increase your maturity in both of these areas with our HR maturity diagnostic. The tool pinpoints specific gaps in your maturity and then we provide you a set of customized resources, along with advisory support to help you on your journey to higher levels of maturity.

A green rectangular sign with rounded corners and a white border is mounted on a metal post. The sign features the words "FUTURE AHEAD" in a white, bold, sans-serif font. The background of the image is a bright blue sky filled with scattered white clouds. The entire image has a fine, grid-like halftone pattern.

FUTURE AHEAD



«Many People have ideas on how others should change; few people have idas on how they should change»

Tolstoy

<http://www.chefuturo.it/2015/11/capitalismo-cognitivo-lavoro/>

Cosa ti dà la carica?

Cosa ti riempie di energia?

#ComeMiRicarico

Condividi entro il 31 agosto su instagram, facebook o twitter un momento della giornata in cui ti stai "ricaricando" usando **#ComeMiRicarico**.



#ComeMiRicarico deve essere uno scatto in cui sia presente la maglietta Sorgenia e che rappresenti il tuo momento di libertà, tempo libero, riposo, sport etc.

Un momento in cui ti senti pieno di energia.

A settembre premieremo la foto vincitrice!



Pronto per il contest di Natale?

#ShareYourStory

è un progetto che parla di noi. Una storia vera.

Ogni episodio, anche un dettaglio, può essere denso di significato: condividi un momento, un lavoro di squadra, una storia di successo di cui sei stato testimone o protagonista durante quest'anno e che ha avuto per te un valore particolare.

Invia il tuo racconto all'indirizzo comunicazione.interna@sorgenia.it entro il **9 dicembre prossimo**. A partire da lunedì 12 e fino al 16 dicembre sceglieremo sulla intranet la storia che ci ha appassionato di più.

La migliore sarà premiata alla festa di Natale!

Info utili: non ci interessano la forma e lo stile del racconto, ma solo il contenuto! Aspettiamo anche le tue foto, video o i selfie.

Se desideri che la tua storia rimanga anonima...si può fare.

Hai bisogno di aiuto? scrivi a comunicazione.interna@sorgenia.it, scriveremo la storia a quattro mani.



