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Nota di contenuto	Front Matter -- Towards a General Theory of Employability. Towards a General Theory of Employability / Bernard Gazier -- Employability and Public Policy: A Century-long Learning Process and Unfinished Process / Bernard Gazier -- Employability as a Managerial Imperative? / Florent Nol, Geraldine Schmidt -- Capability-based Employability: A Total Organizational Fact / Béatrice Zimmermann -- Employability and Individual Trajectories. Employability and Individual Trajectories / Pauline de Becdelivre -- The "Unemployable": Different Figures, Between Societal Construction and Unconscious Meanings / Raymonde Ferrandi -- Staying in the Game: Employability and Mobile Careers in the IT Industry / Pauline De Becdelivre, Jean-Yves Ottmann, Cindy Felio -- Employability in the Era of Digitization of Jobs / Martina Gianecchini, Paolo Gubitta, Sara Dotto -- Career Stages, HRM and Employability. Career Stages, HRM and Employability / Benot Grasser -- The MRS, a Device in Favor of Employability and Social Performance / Anne-Laure Gatignon-Turnau, Sverine Ventolini -- Recruiting in Innovative

Activities: From the Impossible Search for a Match to the Construction of Employability / Thierry Colin, Benot Grasser, Fabien Meier -- Reclassification and Employability: A Reading in Terms of Boundary Objects / Eve Saint-Germes -- Being Employable, a Matter of Context / Sara Dotto, Patrick Gilbert, Florent Nol, Nathalie Raulet-Croset -- Employability and Work Situations. Employability and Work Situations / Nathalie Raulet-Croset -- What are the Possible Futures in the Factories of the Future? The Case of Operators in an Aeronautics Company / Emmanuelle Garbe, Jérôme Vignal -- Digital Technologies as a Lever for Developing the Employability of Middle Managers / Anne-Laure Delaunay -- Work as a Factor of Integration and Employability: The Case of Trisocit / Emmanuelle Begon, Michel Parlier.

Sommario/riassunto

Industrial, economic and organizational mutations are creating a transformation in employment, skills and work. Developing the employability of the workforce is one response to these challenges. However, the link between mutations and employability is not obvious: it must be constructed and implemented in order to ensure that employees are able to reach satisfying professional situations. Employability and Industrial Mutations presents a definition of employability and the associated challenges for public authorities, organizations and employees: managing unemployment, successful change and employee empowerment. It then examines several worker profiles to better understand what "being employable" means. It goes on to analyze several examples of management systems for employability at different stages of an individual's career, and finally explores the issue of developing or maintaining employability in real-life situations and contexts. This book brings together researchers and practitioners from a range of different fields in order to shed light on the complex relationship between mutations and employability.