



AFNOR Éditions publishes the guide of Human Resources Management for VSE-SMEs

In terms of Human Resources, few creators of *start-up* managers of VSE-SMEs have been trained in the management of their employees. In a field in full (r)evolution - Labor law of 2016, Macron Ordinances of 2017, GPEC, government measures linked to the pandemic on teleworking... - the new edition of this guide fills a real need for many entrepreneurs or companies that do not have an HR department to develop human capital.

This book, written jointly by two legal-HR experts, offers a real practical HR management tool providing operational solutions adapted to new challenges and deciphering the multitude of texts of the numerous and latest reforms:

- How to recruit or separate from an employee?
- How to organize and control working time?
- How to succeed in social dialogue?
- How to adapt your business to new work organizations?
- How *manager* his team and build trust?
- How to implement real health prevention at work?...

Whether it is legal, economic, social information or practical advice accompanied by explicit diagrams and examples, this guide offers the answer to the many fundamental questions that any manager, executive or director of a VSE may ask. -SME faced with an HR problem.

A simple user manual designed for the field. A daily time saving which will allow VSE-SMEs to take the *lead* on their HR strategy.

Authors

Corinne Lebret, lawyer, holder of the CAPA in Paris II and former HR director of an SME in the distance training sector in the construction industry, has acquired expertise in social law and operational experience in HR. Also a trainer for public organizations (CNAV, CARSAT...), training centers (DEMOS, IGS...), companies, CSEs in social law and HR, Corinne Lebret has been serving as a delegate for several years nationally with the ANDRH and an employer mandate for the CPME, by sitting on regional technical committee 4 of the Health Insurance Fund in "Health activities". Resolutely focused on support, transmission and tailor-made solutions, it finally favors advice to companies and operational management.

After a DESS at Paris IX Dauphine, **Tsiry Ramaniraka** has held HR and HR management positions in large groups and SMEs. Specialist in HR and management, he founded ALFA NERO, a training organization which has been developing tailor-made training since 2012. His expertise also leads him to train new generations in universities and HR Masters on subjects such as social dialogue, and GPEC. Furthermore, for many years, Tsiry Ramaniraka has been involved in the professional retraining of adults with IFOCOP.

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