



Riscos do Capital Humano: Talentos, Processos e Crenças (Portuguese Edition)

Luis Adonis Correia

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Riscos do Capital Humano: talentos, processos e crenças não traz fórmulas mágicas, nem receituários vagos, muito menos os frequentes passos da felicidade ao alcance de todos. É um livro que se caracteriza por buscar o enfrentamento de questões negligenciadas ou mal administradas na seara organizacional, em que pese a modernidade dos discursos humanistas entreouvados. Os ensaios e artigos que compõem este livro atentam para os impactos na performance humana nas organizações. Abordam criticamente: o contexto de capital humano, nas dimensões social, estrutural, processual e cultural; o ambiente de trabalho, como espaço físico e de realização profissional e pessoal; a ambiguidade conceitual e as práticas infundadas de gestão, na produção de crenças. As análises realizadas identificam os conflitos criados, ocasionados ou permitidos por práticas de gestão que ignoram potencialidades, desejos e receios dos profissionais em suas organizações. Afinal, trata-se de um capital humano. Demasiado humano.



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