

JANUARY FEBRUARY

COVER STORY

How much does 'job' cost to me

The Personnel Director - among his various tasks - has the goal of 'containing' the cost of labor, while ensuring the company's Employer branding. How is it possible to reconcile these two dimensions?

SPECIAL / MANAGE REMUNERATION AND REWARD SYSTEMS

We discuss: How to develop new remuneration models by leveraging non-monetary strategies

MARCH

COVER STORY

Having Faith in Oneself: Lend Yourself a Helping Hand and HR Will Lend the Other

Valuing human resources means valuing people's self-esteem and encouraging them to take on personal responsibilities. Only HR Directors and managers that have taken good care of themselves will be enabled to guide employees along the same journey.

SPECIAL / THE DIGITAL TRANSFORMATION OF HUMAN RESOURCES MANAGEMENT

We discuss: Constant innovation in HR technologies

APRIL

COVER STORY

Assessment Is Not Just Feedback

Assessment and feedback are often viewed as interchangeable concepts. But when it comes to Human Resources Management, assessment does not simply mean feeding back information pertinent to the execution of an assigned task: it means identifying people's potential and rewarding personal initiatives

SPECIAL / STAFF DIRECTION AND TALENT WAR

We discuss: How to search for talents on the market and how to find them within the organization

MAY

COVER STORY

Employer Branding: The Reputation of Good Employers

It is increasingly more important that a company render itself interesting in the eyes of different interest bearers: shareholders, workers, suppliers and clients. Employer branding manifests a new attention to the employee. Uncomplicated marketing strategy or tactical approach to attract the best candidates?

SPECIAL / NEW WAYS OF WORKING

We discuss: How to help people evolve towards unusual modes of work

JUNE

COVER STORY

Without HR Management, Sustainability Is an Empty Word

Sustainability is taking on the responsibility of guaranteeing the company a future. It therefore entails a cultural change that cannot be undertaken without HR Management assuming a central role and giving it concreteness.

SPECIAL / THE EVOLUTION OF WELFARE

We discuss: Projects and tools for the benefit of employees

JULY AUGUST

COVER STORY

Technology in Support of Humanity. Homo Homini Robot

We're fascinated by the intelligence of machines, but what is really at stake is the intelligence of those who design them. Good technology is developed by involving those who will need to make use of it. How do we avoid passively enduring the choices mandated by projects born too far from us?

SPECIAL / TOOLS FOR DIGITAL WORK

We discuss: Platforms, portals, Apps and different devices

SEPTEMBER

COVER STORY

Vision or Purpose, Generic Statements or Concrete Commitments?

Values, vision and mission run the risk of remaining nothing more than empty words: they don't speak with any degree of precision to the company strategy. HR Management thus bears the responsibility of communicating with clarity and concreteness what the actual objectives are and hence what is expected of collaborators.

SPECIAL / MANAGING DIFFERENCES IN THEIR PLURALITY

We discuss: Differences in gender, culture and professional specializations

OCTOBER

COVER STORY

Head of HR: Accountant or Energy Activator?

It is up to HR Management to take care of labor costs. Given this mission, the first interlocutor of the Head of HR is inevitably the Chief Financial Officer. How does one productively bring together accounting activities with those aimed at developing and motivating staff?

SPECIAL / PAYROLL, THE FORGOTTEN ACTIVITY

We discuss: Different ways of approaching a fundamental process

NOVEMBER

COVER STORY

Internal Academies: Innovation or Box to Fill?

They used to be referred to as Corporate Universities, today they are Internal Academies. Creating a brand to communicate with the company's own internal population. Who constitutes the academic staff? Company employees, internal trainers or partner training schools. A sort of catalogue with a different name?

SPECIAL / THE PRODUCERS OF TRAINING PRODUCTS

We discuss: How to plan training and design training products

DECEMBER

COVER STORY

Data as Both Opportunities and Responsibilities

We have at our disposal an increasingly noteworthy amount of data relative to the people that work with us. Data can make an important contribution to the successful management of human resources, but at the same time it brings into the picture questions surrounding people's privacy and the need to respect it.

SPECIAL / HR MANAGEMENT FACING UP TO THE FOURTH INDUSTRIAL REVOLUTION

We discuss: How HR responds to the modern factory and the need for new, specialized workers