

Implement your quality of life approach at work



QST-1 2 Days (14 Hours)

Description

Living conditions at work are an issue for companies and employees. Companies can make quality of life at work an element of enhancing their employer brand and their attractiveness. For employees, feeling good in their professional environment appears to be a motivating factor, and the deterioration of living conditions at work, a reason for dissatisfaction. The ANI on the policy for improving the quality of life at work indicates areas for reflection, the objective of this training is to enable you to translate them into concrete actions.

Who is this training for ?

For whom

HR Director, HR Director. QSE and sustainable development manager.

Prerequisites

None.

Training objectives

- Develop and implement a Quality of life at work approach in harmony with its corporate culture.
- Follow the action plan and measure its effects.
- Know the CE/CSE's room for maneuver in the event of a change in the economic situation of the company.

Training program

Définir les éléments de son projet de qualité de vie au travail

- Take into account the issues: sociological perspective; impacts on the company's image and HR policy; induced economic effects.
- Select the elements of your QVT policy: conditions work; employee services; arrangement of work spaces.

Mettre en place sa charte qualité de vie au travail

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- Define the key points: layout of work spaces; work-life balance; organization of working times and arrangements.
- Constitute the steering committee: HR, managers, members of the staff representative institutions, occupational health stakeholders.

Faire vivre la démarche QVT

- Define the action plan: organize actions over time; select internal and external stakeholders; encourage employee expression on the project; monitor impacts on an organizational, relational and economic level.

Intégrer la démarche QVT dans une approche globale

- Impacts on managerial practices and manager involvement.
- Harmonization with agreements on professional equality and health issues at work.