

Employment Law and Management

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Legal changes can profoundly change the work of managers who have to take many decisions that have significant implications for their organizations. These professionals should know whether their actions comply with existing laws. More importantly, these people need to know how to protect the interest of their companies in the court.

In addition to that, employees should make sure that their rights are not violated. Therefore, it is important to learn more about the application of employment law. These questions can be better discussed by examining online resources that provide information about legal aspects of managerial work.

At first, this question can be discussed from the perspective of employees who are often disempowered by the senior managers. For instance, some people do not ask for extra compensation when they work overtime. In their opinion, such a request can lead to the dissatisfaction of the management.

The main issue is that an employee is obliged to provide extra reimbursement to a worker. In particular, the pay rate should be at least "one and one-half times the regular rate" (H. G. 2013). This is a requirement which is included in the Fair Labor Standards Act (H. G. 2013).

Additionally, some of the employees do not know that they can be discriminated by the management on the basis of gender, race, or ethnicity. For instance, people, who are older than forty, can be rejected as candidates for employment. The main problem is that such a policy contradicts employment legislation adopted in the United States. These examples show that workers can benefit from the knowledge of employment legislation.

Moreover, the knowledge of law is vital for managers and employees. For instance, managers of a company have a right to resist the unionization of workers. Moreover, they are not obliged to comply with the demands of trade unions (The United States Department of Labor, 2013).

Employment Law Paper Topics

Anders Etgen Reitz, Jan Rudolph



Employment Law Paper Topics:

Public Employment Services and European Law, 2007-09-27 Employment services are at the centre of a complex web of rules deriving from the EU national public law and from private agreements This book examines the law and regulation of public services through case studies of the public employment services in EU member states *Public Employment Services and European Law* Mark Freedland FBA, Paul Craig QC FBA, Catherine Jacqueson, Nicola Kountouris, 2007-09-27 How can the EU's community of welfare states adapt their public policies to economic globalization What happens when the economic and social aims of the EU come into conflict This book examines the developing legal regimes and regulation of public services in the UK and other European countries Public services are examined through a case study of the complex area of public employment services These are job placement and vocational training services which aim to maximize employment and minimize unemployment within EU member States Active Labour Market policies Employment services are at the centre of a complex web of rules in both hard and soft forms of law deriving from the EU national public law and from private and at times contractual agreements They also lie at the crossroads of a series of trends in regulation and priorities have been inspired by an array of conflicting policy rationales These policy rationales include the establishment of an open and competitive European internal market the establishment of an efficient welfare state the scaling down of state administrative machinery the fulfilment of core public service responsibilities and the creation of public private partnerships Public employment services provide a highly informative and novel case study of the interaction and conflict between the economic and social aims of the EU and between regulation at national and supranational levels and the changing forms which this regulation has taken **NYU Working Papers on Labor and Employment Law, 1998-1999** Michael Yelnosky, 2001-07-16 On October 14 1998 the Center for Labor and Employment law at New York University School of Law sponsored its first and working paper and workshop The evening program was hosted by Samuel Estreicher Professor of Law at NYU and Director of the Center He welcomed Professor Morris Kleiner of the Humphrey Institute and Industrial Relations Center at the University of Minnesota and the National Bureau of Economic Research Professor Kleiner presented the results of a study he conducted with Richard Freeman of Harvard University the National Bureau of Economic Research and the Centre of Economic Performance at the London School of Economics Professor and s Kleiner and s paper appears as Chapter 1 of this volume In each month during the remainder of 1998 and in each month during the successive academic years the Center has sponsored similar workshops This volume contains the papers presented during workshops held in 1998 and 1999 The collection is diverse reflective of the breadth of the scholarly work being done in the dynamic field of labor and employment law Affirmative action the and white collar and exemptions from the overtime provisions of the Fair Labor Standards Act sexual harassment law the Americans with Disabilities Act agreements to arbitrate statutory employment claims unemployment compensation law and the law of collective bargaining are the various topics discussed in these papers

The authors and approaches are similarly diverse Doctrinal historical empirical economic and comparative tools are all employed And the authors are themselves varies group visiting NYU to present their papers from law schools across the country *Smith and Wood's Employment Law* Ian Smith, Aaron Baker, Owen Warnock, 2017 Authoritative and accessible Smith Wood s *Employment Law* provides detailed and well explained coverage on the core areas and key case law Critique and contextual treatment engages students and helps them to develop a well rounded and deep understanding of the subject

Introduction to Employment Law Kathy Daniels, 2024-11-03 Introduction to Employment Law is a clear accessible and jargon free guide to UK employment law and its application in the workplace Written specifically for HR and business students this book provides a thorough grounding in the essentials of employment law All areas of employment law are addressed including employment contracts discrimination redundancy and the legal duties of both the employer and the employee This new edition has been updated throughout to cover the latest case law and legal developments including changes to annual leave areas of family leave including Carer s Leave and developments in discrimination legislation Assuming no prior knowledge of the UK legal system this is ideal reading for all those studying the specialist employment law module on the CIPD Associate Diploma It is also an accessible introduction for Advanced Diploma students and those on general business degrees who need an introduction to UK employment law This book is packed with pedagogical features to help consolidate learning including tasks examples explore further sections key learning points and a dedicated study skills chapter Online resources include lecture slides case studies weblinks multiple choice questions and an instructor s manual

Catalog United States Armed Forces Institute, 1971 **University of Michigan Official Publication** University of Michigan, 1987 Each number is the catalogue of a specific school or college of the University **Employment Law** Alison Bone, 2005 As part of the CIPD Revision Guides series these revision guides are designed to aid CIPD students in preparing for their examinations Based on the experience and skills of the CIPD Examiners these guides provide comprehensive and relevant information and invaluable advice for students in the lead up to their CIPD examinations There are opportunities to practise exam technique assess knowledge levels and benefit from handy tips on improving exam performance

Employment Law 2008 Stuart Burnett, 2008 Featuring case study questions and exercises this practical and accessible guide is particularly suitable for students taking employment law as part of their LPC courses *Employment Law 2015* James A. Holland (Law teacher), Philip Millington, Stuart Burnett, 2015 Employment Law has been developed primarily for students taking an elective module in employment law on the LPC and is suitable for courses with either a corporate or private client focus The 2015 edition continues to provide a practical and comprehensive guide to the subject and has been fully updated to include recent UK and European case law and developments in employment law practice Examples and sample documents are included throughout the book to help students understand the practical application of the law preparing them for the situations they may encounter once qualified Detailed information is presented clearly and concisely

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Employment Law James Holland,2014 Employment Law has been developed primarily for students taking an elective module in employment law on the LPC and is suitable for courses with either a corporate or private client focus The 2014 edition continues to provide a practical and comprehensive guide to the subject and has been fully updated to include recent UK and European case law and developments in employment law practice Examples and sample documents are included throughout the book to help students understand the practical application of the law preparing them for the situations they may encounter once qualified Detailed information is presented clearly and concisely with the use of flowcharts and diagrams to provide a visual overview of complex processes and areas of common difficulty End of chapter summaries and self test questions are also used throughout the book to help students consolidate their learning and identify areas for further study This book is also accompanied by a free Online Resource Centre www.oxfordtextbooks.co.uk/orc/employment2014 which includes updates to the law post publication self test questions with instant feedback outline answers to the questions in the book and electronic versions of flowcharts and diagrams to assist with notes and revision **Employment Law 2016** James Holland,Stuart Burnett,Philip Millington,2016-01-14 Employment Law has been developed primarily for students taking an elective module in employment law on the LPC and is suitable for courses with either a corporate or private client focus The 2016 edition continues to provide a practical and comprehensive guide to the subject and has been fully updated to include recent UK and European case law and developments in employment law practice Examples and sample documents are included throughout the book to help students understand the practical application of the law preparing them for the situations they may encounter once qualified Detailed information is presented clearly and concisely with the use of flowcharts and diagrams to provide a visual overview of complex processes and areas of common difficulty End of chapter summaries and self test questions are also used throughout the book to help students consolidate their learning and identify areas for further study This book is also accompanied by a free Online Resource Centre www.oxfordtextbooks.co.uk/orc/employment2016 which includes updates to the law post publication self test questions with instant feedback outline answers to the questions in the book and electronic versions of flowcharts and diagrams to assist with notes and revision

Advanced Employment Law and Litigation ,1994 Social Media and Employment Law: An International Survey Anders Etgen Reitz,Jan Rudolph,2015-09-23 In the last few years social media has become the primary way of communicating

not only among friends and colleagues but also between employers and employees and between companies and consumers For employers the phenomenon offers great opportunities but also concomitant dangers due primarily to use of social media by employees and employees representatives Written in the context of employment laws as well as privacy laws this book surveys the state of the law in over thirty key jurisdictions including most of the developed countries of Europe Asia and North America and major developing countries worldwide The publication arose from a seminar prepared by the editors and others at which it was clearly identified that internationally operating employers need a comprehensive and user friendly multinational summary on employment and labour law questions arising in connection with the use of social media The book is divided into country chapters each written by a known local specialist In order to easily navigate through the issues for each country the chapters follow a uniform structure covering the applicable statutory regimes case law useful checklists and recommendations Among the issues and topics dealt with are the following employees entitlement to use social media at the workplace whether employers can require the use of social media by employees right of employers to monitor employees use of social media outside the workplace employers potential liability for employees misuse of social media right of employee representatives to use employers equipment for social media purposes employers remedies against misuse of social media by employees and employee representatives development and drafting of a social media policy and role of social media in employer employee disputes No other publication exists providing interested parties with a practical and strategic guide to legal issues affecting the use of social media in the workplace With its easy to use country by country format and its expert recommendations this unique resource will prove itself as an incomparable handbook for lawyers human resources professionals and in house counsel advising or working for internationally operating businesses It will also be of inestimable value for academics and policymakers concerned with the legal ramifications of social media use in the workplace

Discrimination at Work Robert L. Dipboye, Adrienne Colella, 2013-06-17 This volume brings together top scholars in industrial and organizational psychology with social psychologists to explore the research and theory relating to various areas of workplace discrimination Many of the contributors to this book participated in a conference on workplace discrimination held at Rice University in May 2000 The idea came from the realization that there had been no attempt to bring together the various literatures on the topic Discrimination and issues of employment diversity are significant topics today in IO psychology business and human resource management This edited volume examines the following components of this important discussion how to explain discrimination in organizations understanding discrimination against specific groups and implications for practical efforts to reduce discrimination This book brings together in one volume a review of the research on discrimination based on race age sexual orientation gender physical appearance disability and personality In addition it explores the multilevel antecedents and potential bases for a general model of discrimination in the workplace While social psychological research and theory have provided invaluable insights an understanding of discrimination in the

workplace and solutions will require incorporating factors at the organizational level in addition to factors at the individual and group levels Although a definitive model is not reached the aim of this text is to facilitate future research and theory

Employment Law Update Jonathan Ingber, 2020-09-16 Protect clients assets and shield their estates from increased taxation brought about by changing tax laws This book can help you to understand the tax obligations of trusts and estates and how these obligations affect beneficiaries It provides exercises and examples that reflect the calculation and allocation of taxable income and its presentation on the appropriate forms In addition you will also learn how to prepare federal Form 1041 US Income Tax Return for Estates and Trusts Key topics covered include How are trusts and estates taxed under the internal revenue code What is a trust What is a simple trust What is a complex trust How is the income of a trust or estate defined for tax purposes What are the ordinary deductions and credits allowed How is the deduction for distributions to beneficiaries determined How are trust and estate beneficiaries taxed What is a grantor trust and how is it taxed How to prepare Form 1041

Is Law Computable? Simon Deakin, Christopher Markou, 2020-11-26 What does computable law mean for the autonomy authority and legitimacy of the legal system Are we witnessing a shift from Rule of Law to a new Rule of Technology Should we even build these things in the first place This unique volume collects original papers by a group of leading international scholars to address some of the fascinating questions raised by the encroachment of Artificial Intelligence AI into more aspects of legal process administration and culture Weighing near term benefits against the longer term and potentially path dependent implications of replacing human legal authority with computational systems this volume pushes back against the more uncritical accounts of AI in law and the eagerness of scholars governments and LegalTech developers to overlook the more fundamental and perhaps bigger picture ramifications of computable law With contributions by Simon Deakin Christopher Markou Mireille Hildebrandt Roger Brownsword Sylvie Delacroix Lyria Bennet Moses Ryan Abbott Jennifer Cobbe Lily Hands John Morison Alex Sarch and Dilan Thampapillai as well as a foreword from Frank Pasquale

International Law Topics and Discussions (varies Slightly), 1920

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