

Employment Relation / HR Manual Guideline

By Shahmeen Ashraf

What is Employment Relation / HR Manual?

A written Manual or a handbook outline principles or rules that members of an organization must follow. Each policy addresses an issue important to the organization's mission or operations. A procedure tells members of the organization how to carry out or implement a policy.

What Is The Purpose of Your Manual?

1. Communication Resource
2. Company mission, values, policies, procedures and benefits
3. Limits Legal Liability Protects against discrimination and unfair treatment claims Explains applicable laws.
4. Administrative Time Saver
5. Helps orient new employees
6. Answers questions that arise during employment

Why are policies so important in writing?

Communicate values and expectations for how things are done at your organization Keep the organization in compliance with legislation and provide protection against employment claims

One Size does not Fit All Determine the purpose of your company's ER manual. Some companies prepare one manual for the entire

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**United States. National Labor
Relations Board**



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Labor Relations Reference Manual ,1997 **Assembling Work** Tony Elger,Chris Smith,2005-04-07 Ultimately the authors show how arguments about the role of overseas branch plants in the dissemination of management practices must take more careful account of the varied ways in which such factories are implicated in wider corporate strategies The operations of international firms are embedded within intractable features of capitalist employment relations especially as they are re made in specific local and national settings Resources in Education ,2001 Annual Report of the National Labor Relations Board for the Fiscal Year Ended United States. National Labor Relations Board,1997 **labor relations reference manual** BUREAU OF NATIONAL AFFAIRS, INC. ,1975 **Labord relations reference manual** ,1961

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