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Employment Law for Human Resource Practice David J. Walsh, 2012-02-01 This text addresses human resource practices associated with each stage of the employment process from hiring to managing to firing and emphasizes the application of legal concepts to future business situations Various features throughout the text offer students opportunities to develop issue spotting critical thinking and legal reasoning skills that will be integral in their future careers as human resource managers EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE 4TH EDITION empowers students to understand the difference between what is legal and what is not see and avoid potential problems and know when to turn to a lawyer While continuing its coverage of all the most important employment law topics this edition has been updated to include extended coverage of a number of areas reflecting recent legislation the issuance of new regulations and recent case law Some of these topics include class action lawsuits use of independent contractors human trafficking and the use of credit histories and criminal backgrounds when hiring Important Notice Media content referenced within the product description or the product text may not be available in the ebook version

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specific employment practices of these industries such as how to manage tour reps or working in the airline industry It initially sets the scene with a broad review of the evidence of HRM practice within the tourism and hospitality industries Having identified the broader picture the text then begin to focus much more explicitly on a variety of HR policies and practices such as recruitment and selection the effects of ICT skills required specific for the industry and the nature of advertising legislation and equal opportunities illegal discrimination and managing diversity staff health and welfare violence in the workplace working time directives smoking and alcohol and drug misuse remuneration strategies in the industry the cafeteria award approach minimum wage and tipping Human Resource Management for the Hospitality and Tourism Industries is illustrated throughout with both examples of best practice for prescriptive teaching and discussion and international case studies to exercise problem solving techniques and contextualise learning It incorporates a user friendly layout and includes pedagogic features such as chapter outlines and objectives HRM in practice boxed examples reflective review questions web links discussion questions and further reading Accompanying the text are online supplementary lecturer materials including downloadable figures from the book PowerPoint slides further cases and extra exercises and points for discussion

Legal and Regulatory Issues in Human Resources Management Ronald R. Sims, William I. Sauser, 2014-10-01 This edited book is intended to address the need for an updated look at the HRM legal and regulatory environment Contrary to existing books which address legal issues in HRM from a narrower focus or specific issue like sexual harassment performance appraisal or employment termination this book provides a comprehensive and in depth look at legal issues regulations and laws which govern all aspects of human resource management recruitment selection placement performance management i e employee training and development benefits and compensation and specific issues such as job analysis sexual harassment and the like The contributors to this book offer their insight derived from their own research and practical experience with the HRM legal and regulatory environment world of work More specifically the contributors examine analyze and discuss challenges issues and opportunities related to HRM legal and regulatory issues and the implications for employees and their organizations while emphasizing the importance of navigating such laws and regulations to the employment cycle and toward sustainable competitive advantage in today s and tomorrow s organizations *Effective Recruitment and Selection Practices* CCH Australia, Limited, 2011-01-05 *Human Resource Management at Work* Mick Marchington, Adrian Wilkinson, 2005 This new 3rd edition of the best selling text People Management Development Human Resource Management at Work is the complete text for anyone studying Human Resource Management Combining the latest academic research with practical approaches to managing HR in the workplace the text is thoroughly revised with increased signposting to enhance accessibility a revised structure designed to be more flexible for use on CIPD and non CIPD courses as well as the addition of more international cases Ideal for students studying for the CIPD professional qualification as well as general human resource management modules at undergraduate and postgraduate level A route map at the front of the

book will indicate how the text can be used on both CIPD and non CIPD courses to assist lecture preparation TARGETED AT Students studying CIPD Professional Qualifications and undergraduate and post graduate students taking HRM modules on business and HRM courses **Effective Recruitment and Selection Practices** R. L. Compton,2009 This new edition incorporates changes in legislation such as the transition from Work Choices to Forward with Fairness and includes changes and developments in practices due to technology workplace trends and the current economic situation Includes a table to map the contents of the book to the relevant TAFE competencies **The Nonprofit Manager's Resource Directory**

Ronald A. Landskroner,2002-04-30 A newly revised and updated edition of the ultimate resource for nonprofit managers If you re a nonprofit manager you probably spend a good deal of your time tracking down hard to find answers to complicated questions The Nonprofit Manager s Resource Directory Second Edition provides instant answers to all your questions concerning nonprofit oriented product and service providers Internet sites funding sources publications support and advocacy groups and much more If you need help finding volunteers understanding new legislation or writing grant proposals help has arrived This new updated edition features expanded coverage of important issues and even more answers to all your nonprofit questions Revised to keep vital information up to the minute The Nonprofit Manager s Resource Directory Second Edition Contains more than 2 000 detailed listings of both nonprofit and for profit resources products and services Supplies complete details on everything from assistance and support groups to software vendors and Internet servers management consultants to list marketers Provides information on all kinds of free and low cost products available to nonprofits Features an entirely new section on international issues Plus 10 bonus sections available only on CD ROM The Nonprofit Manager s Resource Directory Second Edition has the information you need to keep your nonprofit alive and well in these challenging times Topics include Accountability and Ethics Assessment and Evaluation Financial Management General Management Governance Human Resource Management Information Technology International Third Sector Leadership Legal Issues Marketing and Communications Nonprofit Sector Overview Organizational Dynamics and Design Philanthropy Professional Development Resource Development Social Entrepreneurship Strategic Planning Volunteerism

The Practice of Human Resource Management in Canada Bob Barnetson,Jason Foster,2024-10-29 This introductory human resource management HRM textbook provides students with an overview of the major domains of human resource management the how to with a focus on the practical application of the most recent HRM research and best practices Students will learn to understand anticipate and respond to how power profit and intersectionality shape the practice of HRM Moving beyond the typical procedure oriented textbook Barnetson and Foster provide thought provoking political analysis to better prepare students for the real world practice of human resource management **Human Resource Practice** Fiona Whiting,Malcolm Martin,2020-10-03 Human Resource Practice is a practical and accessible guide for students and anyone looking to gain a thorough understanding of HR and is the definitive text for the CIPD s Level 3

Foundation Certificate in HR Practice This book covers all the core areas of HR including recruitment and selection performance management reward and learning and development L D It also provides students with the broader coverage of the business environment that they need to succeed including topics such as change management organisational context and the legal background to employment This fully updated 8th edition of Human Resource Practice now includes new coverage of the changing nature and demographic of the workforce the continuing impact of technology and new developments that may be used There is also coverage of the importance of data and people analytics to HR as well as an enhanced final chapter which includes additional material on working in a team influencing skills and the importance of empathy resilience and emotional intelligence Reflective activities case studies and explore further boxes throughout encourage students to think critically about the content and understand how it applies in practice in the workplace Online resources include an instructor s manual lecture slides and annotated web links

Employment Law Elizabeth Aylott, 2014-05-03 *Employment Law* is a practical guide to understanding and applying the law effectively at work in the UK Tailored to the needs of practitioners it offers a complete overview of the fundamentals of employment law examining its importance for an organization its employees and the HR function Using a combination of practical tools assessments scenarios and case studies from best practice it will build your legal knowledge of key areas including immigration employing temporary staff changing contracts discrimination equal pay family rights redundancy and much more *Employment Law* is part of the HR Fundamentals series offering practical advice to HR professionals starting out in their career completing CPD training or studying for their professional qualifications with the CIPD It is the ideal companion to *Employee Relations* also by the same author

Searching the Law, 3d Edition Frank Bae, Edward Bander, Francis Doyle, Joel Fishman, Paul Richert, 2021-12-13 **The Praeger Handbook of Human Resource Management** Pamela Dixon, Jerry W. Gilley, Ann Gilley, Scott A. Quatro, 2008-11-30 The two volume Praeger Handbook of Human Resource Management is an indispensable resource for anyone with a question relating to workplace practice or policy Volume One contains information organized by HR task or topic Recruitment and selection employee development performance management compensation and benefits administration and employment law Volume Two covers organizational issues like leadership and HR strategy organizational development change management and general HR issues and workplace policy Written by experts of all stripes including HR professors HR consultants and practicing HR managers this is the one stop preeminent source for all things HR Anyone with personnel duties whether VP for Human Resources or office manager will find actionable answers to all their questions quickly Personnel management is a critical business function Make a mistake in say firing an employee and soon you may find yourself on the phone with a lawyer This handbook will help readers avoid personnel potholes and snares Volume one of this set tells among dozens of other topics how to hire well train employees evaluate and develop workers fire legally set compensation and abide by federal and state employment laws Volume two rises above the trees for a look at the forest

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voluntarist approach to regulating industrial relations the authors argue that the effectiveness of the procedure was constrained by its design

Health Care Management and the Law Donna K. Hammaker, Thomas M. Knadig, 2017-03-02 Health Care Management and the Law 2nd Edition is a comprehensive practical health law text relevant to students seeking the basic management skills required to work in health care organizations as well as students currently working in health care organizations This text is also relevant to those general health care consumers who are simply attempting to navigate the complex American health care system Every attempt is made within the text to support health law and management theory with practical applications to current issues

Staffing the Contemporary Organization Donald L. Caruth, Gail D. Caruth, Stephanie S. Pane, 2008-12-30 Few business functions are more important than putting people where they can do the most good Get it right and the business soars Get it wrong and the business pays dearly in reduced sales profits and productivity Staffing the Contemporary Organization provides a comprehensive treatment of staffing procedures policies techniques and problems It includes a number of human resources topics not usually covered in one volume HR planning legal aspects of staffing recruiting selecting performance appraisal career development and many others in an integrated system The method presented is a proven useful tool that managers and HR people can employ to build stronger more resilient organizations This thoroughly revised edition provides a comprehensive treatment of staffing procedures policies techniques and problems It covers areas newly developed since the last edition like recruiting via the Internet and new court decisions that clarify the scope and application of antidiscrimination laws in the workplace Among other topics it covers the following areas in detail Employment law Job analysis Recruiting and interviewing Selecting and selection tests Appraisals and employee development Administration Handling promotions demotions layoffs terminations etc Career planning Measuring the effectiveness of the HR function Staffing the authors contend must encompass the entire range of activities associated with planning for obtaining utilizing and developing human resources Suitable for business students as well as professionals this is the first book to present a systems view of the staffing function a view necessary to maximize the contribution of any company's most important asset its people

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