

2024 HR Quick Guide for California Employers



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**Shilling**



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**A Global Guide to Human Resource Management** Thomas Klikauer, 2022-06-17 A Global Guide to Human Resource Management is a concise HRM introductory text offering a uniquely non region specific approach to people management in international business organisations The book presents an alternative to standard managerial approaches reflecting the perspectives of multiple stakeholders workers trade unions states and governments NGOs to critically evaluate HRM in practice and in so doing enables students to make effective decisions in their own practice wherever their careers take them Its accessibility and concision make it well suited to short courses for non HRM and non business specialists This text covers all major introductory topics for non specialists introducing the concept and purpose of HRM through recruitment people skills designing work promoting health rewarding success and successful and ethical people management This edition includes a new chapter on green HRM Rich with pedagogical features the book includes five case studies per chapter to connect theory with practice It is also supported with a range of instructor materials including online guest lectures general discussion questions a glossary an index and online documentaries that explain how to manage people It is essential reading for students interested in Human Resources and Personnel Management Organisational Behaviour and Development and Workplace Culture **Equal Employment**

**Opportunity 2017 Compliance Guide** Buckley, 2016-12-20 Equal Employment Opportunity Compliance Guide 2017 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer s prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Unquittable Jim Bitterle, 2020-06-26 Winning the war for talent takes more than good intentions It takes strategy commitment and execution Unquittable is a no nonsense

from the trenches guide to building talent practices that actually deliver results Drawing on the author s experience helping hundreds of companies become more talent minded this book offers proven tools techniques and processes for hiring developing and retaining great people With laugh out loud stories that reveal both what works and what doesn t readers will gain valuable insights into the personalities pitfalls and breakthroughs involved in managing talent Perfect for leaders and HR professionals alike this engaging guide shows how even small changes can drive big results without requiring a massive investment

**California Employment Law** James J. McDonald,2022 Written especially for HR professionals and business people California Employment Law An Employer s Guide is the essential resource for avoiding the many perils and pitfalls California employers face This valuable reference is updated to address new developments in 2021 including New prohibition against rounding of meal period time punches New requirement that employees be paid premiums for missed meal and rest breaks at the same regular rate as is used for calculation of overtime New requirements for severance agreements including five business day waiting period New restrictions on non disparagement agreements that prohibit language preventing employees from disclosing unlawful conduct Expansion of California Family Rights Act to include parents in law New Cal OSHA penalties for enterprise wide and egregious violations

*Building Human Capital in Tourism and Hospitality* Jorge Marques,Joana A. Quintela,Marília Durão,Medéia Veríssimo,2025-04-30 Career development in the tourism and hospitality industry has attracted greater attention leading to a higher recognition of the relevance of formal and industry specific education and training New career opportunities emerge as new challenges arise urging for ongoing and renewed debates surrounding higher level skills and the development and optimization of human capital Building bridges between higher education institutions the industry and other relevant stakeholders primarily via needs assessment curriculum design and monitoring of on the job training practices and processes is critical to promoting the employability of a graduate level skilled workforce It will be of interest to researchers students teachers and professionals who want to further explore the area of human capital in tourism and hospitality

**HR Rising!!** Steve Browne,2020-06-26 HR has the potential to be a powerful force for transformation if we re bold enough to rise to the challenge In HR Rising bestselling author and HR leader Steve Browne delivers a call to action for HR professionals to reexamine their impact and lean into their role as catalysts for change With fresh insights on collaboration trust building and credibility the author encourages readers to reflect on how HR can improve not only organizations but also the lives of the people they serve and their own professional fulfillment Uplifting and practical this book reminds HR practitioners that their influence is far greater than they may realize

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waivers in arbitration agreements new rules on national origin discrimination requirement that employees be paid for minimal preparation and concluding work clarification of rules regarding salary history inquiries new NLRB standards for employee conduct policies requirements for lawful time clock rounding rules for rest break pay for commissioned and piece rate employees and new rules regarding lactation breaks

**aPHR Associate Professional in Human Resources Certification All-in-One Exam Guide** Dory Willer, William H. Truesdell, William D. Kelly, 2017-07-07 This highly effective self study system offers complete coverage of every topic on the new aPHR exam Take the Human Resources Certification Institute's new aPHR exam with complete confidence using this integrated study guide Written by a team of HR experts aPHR Associate Professional in Human Resources Certification All in One Exam Guide features information about HR certifications in general the aPHR exam in particular and important U S laws and regulations You'll find learning objectives at the beginning of each chapter exam tips accurate practice questions and in depth explanations Beyond fully preparing you for the challenging exam the guide also serves as a valuable on the job reference Covers all exam topics including U S laws and regulations HR operations Recruitment and selection Compensation and benefits Human Resource development and retention Employee relations Health safety and security Early HR career level tasks Electronic content includes 200 practice exam questions Test engine that provides full length practice exams and customized quizzes by topic

**The Business Student's Guide to Study and Employability** Peter Morgan, 2020-11-18 Written in response to the pressures on universities to produce highly skilled and work ready graduates and intended to map across a three year business course this book covers essential skills from study presentation and leadership to practical advice on securing that all important job after university A number of hands on learning aids feature throughout including Skills self assessment tables For You to Do Integration and Application Interview questions This second edition has been thoroughly updated and is complemented by a companion website featuring a range of tools and resources for lecturers and students including an Instructor's Manual and PowerPoint slides answers and guidance on skills assessment tasks templates and examples to download as well as additional online chapters on topics such as testing assessment and alternative options for graduates Suitable for all students taking a business degree

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and explain how it can aid professional development This book is fully mapped to the CIPD Level 7 Advanced module on Investigating a Business Issue from an HR Perspective and multiple choice questions and a glossary of terms help students understand the key concepts and use the terminology confidently Online supporting resources for lecturers include an instructor's manual and lecture slides and there are annotated web links further reading and new reflective questions for students

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William H. Truesdell, Christina Nishiyama, Dory Willer, 2019-03-29 Publisher's Note Products purchased from Third Party sellers are not guaranteed by the publisher for quality authenticity or access to any online entitlements included with the product Fully updated coverage of every topic on the 2018 versions of the PHR and SPHR exams Get complete coverage of the HR Certification Institute's Professional and Senior Professional in Human Resources bodies of knowledge inside this comprehensive resource Written by HR experts this authoritative guide fully addresses the core knowledge and responsibilities necessary for the implementation and management of HR practices You'll find chapter reviews In the Trenches sidebars featuring HR experts' real world experiences and sage advice practice exam questions and in depth explanations Designed to help you pass the PHR and SPHR exams with ease this definitive volume also serves as an essential on the job reference Covers all PHR and SPHR functional areas including Business Management Leadership and Strategy Talent Planning and Acquisition Learning and Development Total Rewards Employee and Labor Relations Electronic content includes 350 practice exam questions Test engine that provides full length practice exams and customized quizzes by exam topic

**Your Guide to Workplace Violence**

Vali Hawkins Mitchell, 2017-03-01 Workplace violence is more complicated than physical assault ranging from small threats to large catastrophic incidents It covers any act or behavior where another person is abused threatened intimidated or assaulted in his or her place of employment In Your Guide to Workplace Violence When Emotions Turn Destructive licensed therapist Dr Vali Hawkins Mitchell will help you lower risks by showing you what violence is and what is not and how to manage it



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