

Chapter 4

Human resource management and the law

Multiple choice questions - Factual

1. The employer-employee relationship must operate within the boundaries of:

- a. the organisation's production facilities or work sites.
- b. accepted ethical values and behaviours.
- c. numerous legal issues.
- d. what the CEO considers to be suitable or appropriate.

General Feedback: Page 122.

2. Employees are defined as workers employed under a contract of service whereas independent contractors are employed:

- a. under minimum award conditions.
- b. with full statutory rights and obligations.
- c. for indefinite employment periods.
- d. under a contract for services.

General Feedback: Page 122.

3. The sources of legal obligations are:

- a. statutes, awards, common law, contracts.
- b. contracts, statutes, awards, statutory agreements, common law.
- c. formal contracts, informal contracts, statutes, awards.
- d. employer's duties, employee's duties.

General Feedback: Page 123.

4. In drafting employment contracts, employers often fail to consider terms other than:

- a. remuneration and hours of work.
- b. redundancy payments and non-competition clauses.
- c. probationary and termination periods.
- d. leave and other non-salary benefits.

General Feedback: Page 123.

5. The prevailing implication of the Riverwood decision for employers is that they need to:

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topics of ethics fair treatment and managing dismissals

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X-Kit Undergraduate Human Resource Management, 2006

IBPS Bank SO-Specialist Officer-HR Officer Exam: HRM Subject Ebook-PDF Dr Chandresh Agrawal, nandini books, 2025-01-22

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Armstrong's Handbook of Human Resource Management Practice Michael Armstrong, Stephen Taylor, 2023-01-03

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Online supporting resources include comprehensive handbooks for lecturers and students lecture slides all figures and tables toolkits and a literature review glossary and bibliography

[Introduction to Human Resource Management](#) Paul Banfield, Rebecca Kay, 2012-02-09

Co written by an HR lecturer and an HR practitioner this introductory textbook provides academic and practical insights which convey the reality of human resource management The range of real life cases and learning features enables students to quickly understand the issues in practice as well as theory and brings the subject to life

Human Resource Management Sarah Gilmore, Steve Williams, 2012-12-06

This book provides a concise engaging and accessible introduction to human resource management which is academically rigorous and appropriate for both undergraduate and postgraduate students taking courses in business studies and related areas Adopting lecturers receive a copy of a DVD featuring video interviews with practitioners

[Management of Nursing Services and Education, E-Book](#) Clement I, 2020-10-16

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Exploring Management John R. Schermerhorn, Jr., Daniel G. Bachrach, 2020-12-22 Exploring Management 7th Edition supports teaching and learning of core management concepts by presenting material in a straightforward conversational style with a strong emphasis on application With a focus on currency high interest examples and pedagogy that encourages critical thinking and personal reflection Exploring Management 7th Edition is the perfect balance between what students need and what instructors want Organized by study objectives and broken up into more manageable sections of material the Seventh Edition supports better student comprehension and mastery of concepts And features like skill builders active learning activities and team projects give students frequent opportunities to apply management concepts Class activities provide opportunities for discussion and debate Students can build solid management skills with self assessments class exercises and team projects

Human Resource Management Ronan Carbery, Christine Cross, 2018-11-10 This contemporary global and engaging textbook covers all the core HRM topics Providing a succinct overview it gives you the tools to engage your students in critical thinking and to develop their employability skills Rich in pedagogy features like HRM in the Global Business Environment and HRM and Organizational Performance prepare your students for the modern workplace Video interviews offer a practitioner perspective allowing students to relate theory to practice while HRM in the News boxes shine a light on current issues such as lawsuits against ridesharing company Uber The second edition of this popular textbook is compulsory reading for HRM courses at both undergraduate and postgraduate level Accessibly written but also offering depth and rigour it is appropriate for a wide range of courses New to this Edition Fully revised and updated learning features including two brand new features HRM and Organizational Performance and HRM in the Global Business Environment A new chapter on human resource analytics New video interviews including major multinational companies New international content brings in a global perspective

Government at a Glance: Western Balkans OECD, 2020-07-07 Government at a Glance Western Balkans presents information on public governance in the Western Balkan region covering Albania Bosnia and Herzegovina Kosovo Montenegro North Macedonia and Serbia and compares it to OECD and OECD EU countries

Human Resource Management John Bratton, Jeff Gold, Andrew Bratton, Laura Steele, 2021-12-30 Authoritatively and expertly written the new seventh edition of Bratton and Gold s Human Resource Management builds upon the enduring

strengths of this renowned book Thoroughly updated topical and accessible this textbook explores the theory and practice of human resource management and will encourage your students to reflect critically on the realities of the ever changing world of work The new edition truly captures the zeitgeist of contemporary human resource management With coverage of the Covid 19 pandemic in relation to business ethics physical and mental wellbeing inequality and the rise of the gig economy and precarious work students will feel connected to the complex issues that face workers organisations and wider society This edition also includes expanded coverage on the ever palpable effects of globalization and technological change and explores the importance of sustainable practice Students will gain critical insight into the realities of contemporary HRM engaging with the various debates and tensions inherent in the employment relationship and understanding the myriad of different theories underpinning human resource management New to this edition New Ethical Insight boxes explore areas of current ethical concern in trends and practice New Digital Spotlight boxes explore innovations in technology analytics and AI and the impact on workers and organisations Topical coverage on job design and the rise of the gig economy and precarious work A critical discussion of the core themes and debates around human resource management in the post Covid 19 era including mental health and wellbeing A rich companion website packed with extra resources including video interviews with HR professionals work related films bonus case studies links to employment law and vocab checklists for ESL students make this an ideal text for online or blended learning

Human Resource Management Jonathan Crawshaw,Pawan Budhwar,Ann Davis,2023-11-10 This popular text treats international strategic and contemporary issues as central to the study and practice of Human Resource Management Its practical focus helps you develop the skills needed for the world of work through learning features such as HRM in Practice Developing Key Skills and Debating HRM The fourth edition has been thoroughly updated and brings you Case studies which offer a link between theory and practical challenges in the international HR environment A new chapter on Work Related Mental Health and Wellbeing Coverage of cutting edge topics such as Diversity and Inclusion Sustainability Artificial Intelligence and Corporate Social Responsibility NEW Future Insights and Considering Sustainability features Jonathan R Crawshaw is Senior Lecturer Associate Professor and Director of Research for the Work and Organisation Department at Aston Business School Aston University Pawan Budhwar is the 50th Anniversary Professor of International HRM at Aston Business school Ann Davis is Professor and Associate Dean for Academic Resourcing and Development at the University of Sydney Business School

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