

Guidelines For Selecting Employee Of The Month

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Whether your case involves a public or private sector job, a downsizing, or termination for cause, *Employee Dismissal: Law and Practice* provides the guidance you need in this rapidly evolving area of employment law. Providing in depth analysis of the common law and statutory wrongful dismissal doctrines, as well as practical guidance on all aspects of employee dismissal litigation from complaints through jury instructions, *Employee Dismissal: Law and Practice* is an invaluable resource for evaluating and litigating a wrongful discharge case. *Employee Dismissal: Law and Practice* brings you up to date on the latest cases, statutes, and developments including: New cases on implied contract for Alaska, Colorado, and Montana New cases on public policy tort for Indiana, Iowa, Kansas, Maryland, Missouri, Montana, Ohio, South Carolina, Tennessee, and Washington New cases on implied covenant of good faith and fair dealing for Alaska, Massachusetts, and Montana Discussion of a new case on union fair representation A new case on special consideration requirement for oral promises New cases on what constitutes a breach of the implied covenant New cases on clarity element of public policy tort New cases on jeopardy element of public policy tort A new case explaining that a public policy tort liability for refusing to participate in illegal conduct does not require proof of a report to an outside agency A new case discussing

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what constitutes an "improper" interference with contract New cases on what constitutes a constitutionally protected property interest New cases on preclusive effect of administrative agency determinations New cases on standards for punitive damages A new case on statutory whistleblower protection for internal complaints about fellow employee

This must-have resource comprehensively covers the many legal issues that particularly affect California public sector agencies and their officers and employees. Written and edited by an outstanding team of skilled experts who are members of The State Bar of California's Labor and Employment Law Section, the book is divided into four parts: • The Hiring Process; • Wage and Hour Laws; • Public Sector Employee Rights, Obligations and Protections; and • Public Agency Rights, Obligations and Liabilities. Within these main categories, many subjects are unique to the public sector, such as retirement, due process, conflicts of interest, free speech, contracting out governmental services, open meeting laws, political activities, and public safety employees. Other subjects, such as wage and hour law, leaves of absence, hiring, privacy rights, and various litigation issues, cover areas that affect both the public and private sectors. Although issues that apply to the private sector are covered, the emphasis in this book is on the unique issues that affect the public sector.

Basic Concepts of Health Care Human Resource Management, Second Edition is a comprehensive overview of the role of Human Resource Management (HRM) in all

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aspects of healthcare management. Beginning with a survey of HRM, from its beginnings to present-day trends, the text moves on to cover state and federal healthcare laws, codes of ethics, staffing organizations, training and development, employee relations, and long-term planning. The Second Edition continues to provide the essential tools and strategies for HRM personnel to become empowered custodians of change in any healthcare organization. Taking into account the increasing diversity of patients and employees, the effects of technology and globalization on healthcare delivery, the credentialing of health care providers, and the measurement of labor productivity and much more, this text is an essential resource for HRM students and practitioners alike.

The Code of Federal Regulations is the codification of the general and permanent rules published in the Federal Register by the executive departments and agencies of the Federal Government.

The Uniform Guidelines on Employee Selection Procedures describe the federal government's position on how tests should be used in making employment decisions which are consistent with federal equal employment opportunity (EEO) laws. This review was made because GAO believes that the guidelines: (1) are important to EEO enforcement; and (2) have been publicly criticized by some of their users. The objective of the review was to determine whether those responsible for administering the guidelines and those who used them were experiencing any problems in their application. In the opinion of GAO, the importance of the guidelines to EEO enforcement is not at issue. On the basis of the preponderance of views and experience

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expressed to GAO, it believes that the guidelines can have a major role in ensuring compliance with the spirit and intent of federal EEO laws. While revisions to the guidelines' technical provisions could be postponed until after the new American Psychological Association (APA) standards are published, beginning the review now could prevent unnecessary delay between issuance of those standards and any revisions.

Equal Employment Opportunity Compliance Guide, 2020 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 Previous Edition: Equal Employment Opportunity Compliance Guide, 2019 Edition, ISBN 9781543800043

This reference was written for business owners, personnel directors, general managers, and human resource staff persons who manage Florida employees on a daily basis. It provides basic information concerning the laws, regulations, and policies affecting labor and employment in Florida and may be used in the development of a personnel policy and as a resource for employment law issues. It offers solid guidance on important new procedures and potential sources of liability and gives you everything you need on the federal and Florida

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compliance requirements, pulled together in one place.

Identifies and describes specific government assistance opportunities such as loans, grants, counseling, and procurement contracts available under many agencies and programs.

Discusses the requirements of the ADA

Snell/Bohlander's popular **MANAGING HUMAN RESOURCES, 16TH EDITION** builds upon a foundation of research and theory with an inviting, practical framework that focuses on today's most critical HR issues and current practices. The book's engaging writing style and strong visual design use more than 500 memorable examples from a variety of real organizations to illustrate key points and connect concepts to current HR practice. Fresh cases throughout this edition spotlight the latest developments and critical trends, while hands-on applications focus on practical tips and suggestions for success. This market-leading text demonstrates how HR impacts both individuals and organizations. The book's integrated learning system and comprehensive package, including a new Teaching Assistance Manual, provide you more resources for effectively teaching your class. Look to the leader, Snell/Bohlander's **MANAGING HUMAN RESOURCES, 16TH EDITION** to enable your students to develop the competencies that will help tomorrow's organizations create a sustainable competitive advantage through people. 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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This timely resource offers fresh research on companies' use of social media platforms—from Twitter and Facebook to LinkedIn and other career sites—to find and hire personnel. Its balanced approach explains why and how social media are commonly used in both employee recruitment and selection, exploring relevant theoretical constructs and practical considerations about their appropriateness and validity. Contributors clarify a confusing cyberscape with recommendations and best practices, legal and ethical issues, pitfalls and problems, and possibilities for standardization. And the book's insights on emerging and anticipated developments will keep the reader abreast of the field as it evolves. Included in the coverage:

- Social media as a personnel selection and hiring resource: Reservations and recommendations.
- Game-thinking within social media to recruit and select job candidates.
- Social media, big data, and employment decisions.
- The use of social media by BRIC nations during the selection process.
- Legal concerns when considering social media data in selection.
- Online exclusion: Biases that may arise when using social media in talent acquisition.
- Is John Smith really John Smith? Misrepresentations and misattributions of candidates using social media and social networking sites.

Social Media in Employee Selection and Recruitment is a bedrock reference for industrial/organizational psychology and human resources academics currently or planning to conduct research in this area, as well as for academic libraries. Practitioners considering consulting social media as part of human resource planning or selection system design will find it a straight-talking

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guide to staying competitive.

This second edition of the Handbook of Employee Selection has been revised and updated throughout to reflect current thinking on the state of science and practice in employee selection. In this volume, a diverse group of recognized scholars inside and outside the United States balance theory, research, and practice, often taking a global perspective. Divided into eight parts, chapters cover issues associated with measurement, such as validity and reliability, as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs. Several chapters discuss the measurement of various constructs commonly used as predictors, and other chapters confront criterion measures that are used in test validation. Additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs (e.g., blue collar jobs). The second edition features a new section on technology and employee selection. The Handbook of Employee Selection, Second Edition provides an indispensable reference for scholars, researchers, graduate students, and professionals in industrial and organizational psychology, human resource management, and related fields.

Introduce future and current practitioners to the technical challenges, most recent research and today's most popular selection tools with Gatewood/Feild/Barrick's

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HUMAN RESOURCE SELECTION, 7E. This book's advanced coverage details the development and implementation of effective selection programs within today's organizations. A streamlined, yet thorough, approach and numerous current examples focus on today's most important legal, global and ethical concerns; psychometric measurement concepts; job analysis; predictors of job performance; and criteria measures. A new chapter on HR recruitment and new coverage of staffing versus selection, external versus internal job candidates, and self-presentation beyond the structured interview equips readers for success in HR selection today. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version. Whether your students are HRM majors or general business majors, Human Resource Management: Functions, Applications, and Skill Development, Third Edition, will help them build the skills they need to recruit, select, train, and develop talent. Bestselling authors Robert N. Lussier and John R. Hendon explore the important strategic function HR plays in today's organizations. A wide variety of applications, self-assessments, and experiential exercises keep students engaged and help them see the relevancy of HR as they learn skills they can use in their personal and professional lives. A Complete Teaching & Learning Package SAGE Premium Video Included in the interactive eBook!

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SAGE Premium Video tools and resources boost comprehension and bolster analysis and illustrate HRM in action. Watch this video on Culture Shock for a preview. Learn more. Interactive eBook Includes access to SAGE Premium Video, multimedia tools, and much more! Save when you bundle the interactive eBook with the new edition. Order using bundle ISBN: 978-1-5443-2106-6. Learn more. SAGE coursepacks FREE! Easily import our quality instructor and student resource content into your school's learning management system (LMS) and save time. Learn more. SAGE edge FREE online resources for students that make learning easier. See how your students benefit.

First published in 1985. In this remarkable book, the author has compiled a large collection of resource material that will be of benefit to the student as well as the practitioner of equal employment and affirmative action (EEO/AA). This book includes a broad scope of information on EEO/AA from its infancy and progresses through its rapidly changing and developing stages. Indeed, this book will be an invaluable asset in easily acquiring and supplementing one's basic knowledge as well as providing a general overview of the subject area. Special edition of the Federal Register, containing a codification of documents of general applicability and future effect ... with ancillaries.

WILEY CIAexcel EXAM REVIEW 2016 THE SELF-STUDY SUPPORT YOU NEED TO

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PASS THE CIA EXAM Part 3: Internal Audit Knowledge Elements Provides comprehensive coverage based on the exam syllabus, along with sample practice multiple-choice questions with answers and explanations Deals with governance and business ethics, risk management, information technology, and the global business environment Features a glossary of CIA Exam terms, a good source for candidates preparing for and answering the exam questions Assists the CIA Exam candidate in successfully preparing for the exam Based on the CIA body of knowledge developed by The Institute of Internal Auditors (IIA), Wiley CIAexcel Exam Review 2016 learning system provides a student-focused and learning-oriented experience for CIA candidates. Passing the CIA Exam on your first attempt is possible. We'd like to help. Feature section examines the topics of Governance and Business Ethics, Risk Management, Organizational Structure and Business Processes and Risks, Communications, Management and Leadership Principles, IT and Business Continuity, Financial Management, and Global Business Environment

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