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# A Manager's Guide to Employment Law

How to Protect  
Your Company  
and Yourself



# Managers Guide To Employment Law How To Protect Your Company And Yourself

**Rose Arny**

## **Managers Guide To Employment Law How To Protect Your Company And Yourself:**

*A Manager's Guide to Employment Law* Dana M. Muir, 2003-06-03 Managers at all levels are constantly challenged to do more with fewer employees to motivate diverse groups of people and to face up to tough people problems in their workforces An important key to managers success is accomplishing these goals while protecting themselves and their companies from legal liability Yet some in management tend to blame legal requirements for hindering progress toward solving problems U S law however provides managers with broad discretion in many employment situations and in most cases helps ensure that managers perform their essential functions in a way that is fundamentally fair while still supporting company goals A Manager's Guide to Employment Law will help managers make day to day decisions on how best to manage their employees and handle issues of legal liability Expert author Dana Muir identifies the subtle and unnecessary mistakes managers make that cause legal headaches and shows how becoming familiar with basic principles of employment law will enable them to develop an internal compass to help make the right decisions Each chapter focuses on legal concepts of broad application in today's workplace providing real examples of problems managers face and offering strategies for addressing those problems

*The Routledge Companion to Strategic Human Resource Management* John Storey, Patrick M. Wright, David Ulrich, 2009 Combining up to date research innovative content and practical perspectives this book is the benchmark by which all other strategic HRM reference works should be measured Leading figures from around the globe survey the current state of the discipline while also introducing and exploring new cutting edge themes in order to offer a comprehensive and authoritative overview of the field Section introductions and integrative critiques pull together the separate themes to provide cross comparisons between chapters to create a cohesive and well structured volume Unlike other texts in this area *The Routledge Companion to Strategic Human Resource Management* incorporates contributions from leading management and business writers in areas adjacent to human resource management including strategy innovation and organizational learning These add fresh and challenging insights into HRM themes from key mainstream business and management thinking The field of strategic HRM is thus enriched and extended by this volume Focusing on the interplay between theory and practice this book is an essential resource for researchers and students studying human resource management and strategy

**Human Resources Management Success: The Ulrich Collection (3 Books)** Brian E. Becker, Mark A. Huselid, Dave Ulrich, Wayne Brockbank, 2015-12-22 This digital collection curated by Harvard Business Review includes three important books by experts in the human resources field The HR Scorecard The HR Value Proposition and Human Resource Champions Learn how individuals in human resources can partner with line managers to make organizations more competitive how HR impacts business performance and how HR leaders can bring substantial value to internal and external stakeholders

*The HR Value Proposition* David Ulrich, Wayne Brockbank, 2005-05-11 The international best seller Human Resource Champions helped set the HR agenda for the 1990s and enabled HR professionals to become strategic partners in their organizations

But earning a seat at the executive table was only the beginning Today s HR leaders must also bring substantial value to that table Drawing on their 16 year study of over 29 000 HR professionals and line managers leading HR experts Dave Ulrich and Wayne Brockbank propose The HR Value Proposition The authors argue that HR value creation requires a deep understanding of external business realities and how key stakeholders both inside and outside the company define value Ulrich and Brockbank provide practical tools and worksheets for leveraging this knowledge to create HR practices build organizational capabilities design HR strategy and marshal resources that create value for customers investors executives and employees Written by the field s premier trailblazers this book charts the path HR professionals must take to help lead their organizations into the future Ulrich is a professor at the University of Michigan School of Business and the author of 12 books and more than 100 articles on the subject of human resources Brockbank is a clinical professor of business at the University of Michigan School of Business the author of award winning papers on HR strategy and an adviser to top global organizations

**21st Century Psychology: A Reference Handbook** Stephen F. Davis,William Buskist,2008 Highlights the most important topics issues questions and debates in the field of psychology Provides material of interest for students from all corners of psychological studies whether their interests be in the biological cognitive developmental social or clinical arenas

A Manager's Guide to Employment Law Dana M. Muir,2003-04-29 Managers at all levels are constantly challenged to do more with fewer employees to motivate diverse groups of people and to face up to tough people problems in their workforces An important key to managers success is accomplishing these goals while protecting themselves and their companies from legal liability Yet some in management tend to blame legal requirements for hindering progress toward solving problems U S law however provides managers with broad discretion in many employment situations and in most cases helps ensure that managers perform their essential functions in a way that is fundamentally fair while still supporting company goals A Manager s Guide to Employment Law will help managers make day to day decisions on how best to manage their employees and handle issues of legal liability Expert author Dana Muir identifies the subtle and unnecessary mistakes managers make that cause legal headaches and shows how becoming familiar with basic principles of employment law will enable them to develop an internal compass to help make the right decisions Each chapter focuses on legal concepts of broad application in today s workplace providing real examples of problems managers face and offering strategies for addressing those problems

**Human Resource Planning ,2006** **Firing at Will** Jay Shepherd,2012-01-19 Firing at Will shows managers and employers how to do the most difficult part of their jobs firing employees Written by a leading employment lawyer in a refreshingly unlawyerly style this guide takes the reader through the always risky process of letting an employee go Many employers and managers are afraid to pull the trigger when the employment relationship has broken down and will postpone the decision by using progressive discipline and performance improvement plans However an employer must be able to unload employees who threaten to undermine the company and its prospects regardless of the risks involved in a

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*Current Publications in Legal and Related Fields ,2005      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      Books In Print 2004-2005 Ed Bowker Staff,Staff Bowker, Ed,2004      *Employment Law and Human Resources Handbook 2012 Workplace Law Group*,2011-12-03 The Employment Law and Human Resources Handbook 2012 provides you with all the essential information you need on legislation regulation policy case law and best practice Information is presented in plain English and broken down into separate A Z sections containing legislative summaries key points handy fact boxes and sources of further information All the guidance is written and compiled by our team of expert authors including top law firms HR consultants

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