

Employment Law For Business And Human Resources Professionals Second Edition

Employment Law in Practice provides full coverage of the substantive areas of employment law likely to be encountered by a lawyer in the early years of practice. Topics covered include unfair dismissal, breach of contract, discrimination, equal pay and family friendly provisions. This manual also employs sample cases to illustrate how to complete relevant forms, deal with interlocutory stages and use special procedures and record settlements to encourage students to develop and practise their legal skills in an employment law context.

Packed with the most current cases and examples available, EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 5E addresses human resource practices associated with each stage of the employment process--from hiring, to managing, to firing--as it emphasizes the application of legal concepts to business situations. News clippings, hypothetical situations, and other hands-on applications 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. Covering the most important employment law topics, the Fifth Edition is completely up to date with the latest legislation, new regulations, and recent case law. It includes extended coverage of the rights of vulnerable employees under the Americans with Disabilities Act, racial discrimination, the use of background checks, the Family Medical Leave Act, and more. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

A guide to employment law for students with no prior legal training, Employment Law for Business Students provides explanations of all the key topics in this area. Legal rules are described as they relate to the business world, highlighting how the law works in practice. Employment Law (in Plain English)® provides both employers and employees the information they need in order to understand the law as it relates to their working relationship. This helpful guide will enable readers to identify and prevent many of the issues which can and do occur in the employment context, thus saving everyone valuable time and money and establishing a stronger workforce. While this book is not intended to replace the reader's employment lawyer, it will provide the ability to assist one's lawyer in litigation should the need arise.

Chapters discuss a variety of topics including: Advertising for new positions and vacancies Interviewing, hiring, and other pre-employment considerations Employment contracts Union shops Collective bargaining agreements Employee handbooks First day on the job Wages hours and other terms and conditions of employment On-the-job rights and responsibilities Employee dignity, privacy, and reputation Ownership of work created by employees Private employment versus public employment Internet concerns Virtual offices Employees versus independent contractor statutes Discipline and termination of the employment relationship Dispute resolution Fringe benefits How to find a lawyer In easy-to-understand terms and with plenty of examples, this essential handbook supplies readers with invaluable insights on the legal nature of their working relationships.

This guide to employment law offers a comprehensive coverage of the field, providing critical commentary and the context necessary to a proper understanding of the field.

This new edition to the series will provide an up-to-date textbook covering a wide-range of employment and labour law issues which affect the Commonwealth Caribbean. Initially the book will embark on a comparative analysis of employment and labour law in Jamaica, Trinidad and Barbados, as a reference point for distinguishing the laws of other Commonwealth Caribbean jurisdictions. The book will continue to examine how the law operates within the legal systems of the Caribbean, taking into account the umbilical link to British jurisprudence and the persuasive precedent of other Commonwealth jurisdictions, and

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the impact this has had on the growth and development of the area. Commonwealth Caribbean Employment and Labour Law will be essential reading for students enrolled on Employment Law, Discrimination and Dismissal Law courses in the Caribbean.

The employment law and personnel management issues that arise when businesses are bought and sold are of great concern not only to the employees but also to the management of both purchaser and vendor. This Report will help managers to understand the key practical and legal issues, achieve consensus and involvement at all levels, understand and implement TUPE regulations and identify the documentation that needs to be drafted or reviewed within the context of a merger, acquisition or disposal.

This guide offers an insight into the numerous problems of employment law as they impact on construction firms and practitioners, including the use of sub-contractors and part-timers. It also addresses the important issues of employer's liabilities, tax and training. Written in a similarly straightforward, user-friendly style as the companion Masons' guides, the authors use devices such as checklists to illustrate particularly salient points. With claims from disgruntled employees becoming increasingly common and larger liabilities being placed on employers, this book meets a timely demand. Authoritative and accessible, Smith & Wood's Employment Law provides detailed and lucid coverage on the core areas and key case law. Critical analysis combined with discussion of contextual knowledge engages students and helps them to develop a well-rounded and intricate understanding of the subject.

Uglješa Grušić examines the legal regulation of transnational employment relationships in the private international law of the European Union.

Atlanta magazine's editorial mission is to engage our community through provocative writing, authoritative reporting, and superlative design that illuminate the people, the issues, the trends, and the events that define our city. The magazine informs, challenges, and entertains our readers each month while helping them make intelligent choices, not only about what they do and where they go, but what they think about matters of importance to the community and the region. Atlanta magazine's editorial mission is to engage our community through provocative writing, authoritative reporting, and superlative design that illuminate the people, the issues, the trends, and the events that define our city. The magazine informs, challenges, and entertains our readers each month while helping them make intelligent choices, not only about what they do and where they go, but what they think about matters of importance to the community and the region.

Bennett-Alexander and Hartman's Employment Law for Business addresses employment law and employment decisions from a managerial perspective. This textbook shows students how to manage effectively and efficiently, with full comprehension of the legal ramifications of their decisions. Students learn to analyze employment law facts using concrete examples of thorny management-related legal dilemmas. The authors illustrate the various methods that can be used to reach a resolution, so that students understand how to make their own business decisions based on legal considerations.

In recognition of the growing importance of global labour and employment law, the Center for Labor and Employment Law at New York University School of Law dedicated its 61st Annual Conference on Labor to an in-depth examination of issues arising in this area. This volume of the proceedings of the 2008 conference contains papers presented at that meeting, all here updated to reflect recent developments, as well as

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additional contributions from other practitioners and academics with extensive knowledge and experience in the field. Experts from both the practicing bar and academia – twenty-seven in all – use their unique strengths to address issues worthy of concern in each juridical realm. An unusual feature of this volume in the series is its in-depth attention to comparative law in the field, with exploration of developments in China, France, and New Zealand, as well as in European Union law. As always, this annual conference captures valuable insights and syntheses of central labour and employment law issues and will be of great value to practitioners and academics in the field.

"A guide to employment law for students with no prior legal training, *Employment Law for Business Students* provides explanations of all the key topics in this area. Legal rules are described as they relate to the business world, highlighting how the law works in practice."--BOOK JACKET.

Addresses law and employment decisions with a management perspective. This text explains how to approach and manage legal employment decisions, and outlines the specific legal framework in which management decisions are made. Reliably updated by Ian Smith and Aaron Baker, this popular textbook maintains its reputation for balancing authority with accessibility. Providing comprehensive coverage of all the key employment law topics the 12th edition continues to offer unrivalled support for undergraduate and postgraduate students alike. Smith & Wood's *Employment Law* draws on the extensive teaching and practical experience of its authors to provide students with a clear explanation of essential legislation and case detail while also offering incisive academic commentary and critical detail to help with essay preparation and class work. Throughout the book topics are carefully explained in their social and historical context, providing readers with an insight into the fast-paced development of employment law and offering perceptive analysis of its future direction. This book is also accompanied by an Online Resource Centre which includes further reading suggestions and useful weblinks to support independent study plus self-test questions with instant feedback to help consolidate learning and prepare for exams.

Explore the foundations of business law as well as the application of legal concepts to everyday life. *LAW FOR BUSINESS AND PERSONAL USE, 19E*, combines strong content and interactive technology with consistent, proven instruction to maintain student interest and support active learning. Coverage includes contracts, criminal law, environmental law, family law, and consumer protection. With more than 1,000 cases, *LAW FOR BUSINESS AND PERSONAL USE, 19E*, offers plenty of opportunities for case analysis and research.

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The complexity of employment arrangements in various countries tends to make it difficult to understand them. Nevertheless, it is important to 'take stock' periodically, particularly from an internationally comparative perspective. This remarkable book is a giant step in that direction. It is especially valuable in the context of increasing globalisation. For each of nine key jurisdictions - the

European Union, Germany, Sweden, United Kingdom, United States of America, Canada, New Zealand, Australia and Japan - experts present detailed information and analysis on key issues, shedding valuable light on trends in such specific areas of employment relations as the following: * atypical work and flexible work arrangements; * dispute settlement procedures such as negotiation, conciliation, mediation, arbitration and other forms of governmental or judicial intervention; * job security, anti-discrimination and gender equality; * recognition of unions and employers' associations and forms of employee representation; * how collective bargaining is regulated, whom the collective agreements cover and what they contain; * parental leave and childcare policy; * the capacity of individual agreements to override or not override collective agreements; * minimum wage levels; * overtime and shift work; and * paid leave entitlements. As a general framework, Part 1 offers an insightful summary of the underpinnings of current analysis of globalization, including discussion of the varieties of capitalism thesis, the divergence/convergence debate (with its models of bipolarization, clustering and hybridization), and elements of historical and political-economic path dependency in various cultures. The information gathered here furthers understanding of the increasing 'disconnect' between the prevailing institutional framework for employment relations and the sweeping changes that are taking place in the world of work. With this book's analysis, practitioners and policymakers will be able to overcome their dated assumptions and more effectively accommodate each others' interests in the face of the complex mix of continuity and change that they are confronting. The team of authors are experts in these countries. They are active in policy or legal analysis, business and/or scholarship.

Business owners and managers aren't expected to be employment lawyers. But with New York Management Law they CAN dramatically reduce their risk of creating a compliance nightmare! This unique resource balances discussion of laws and regulations with practical tips for reducing workplace issues using a highly informed, but non-academic approach.

We wanted the textbook to be informative and readable—a resource to encourage critical and creative thinking about workplace issues and to sensitize you to the need for effective workplace management of these issues. We think we have accomplished our goal. We hope the text is as interesting and informative for you to read and use as it was exciting and challenging for us to write.

Tailored to meet the needs of business students, this book allows readers to navigate the core legal provisions in employment law and get to grips with crucial issues. The language used is easy to follow and the structure of the book provides an accessible introduction to the subject. Throughout, the book provides relevant examples, gives international law comparisons and imbues readers with a 'best practice' awareness. Students will also use the book to: - Recognize and understand relevant case law in key areas; - Understand how employment law works in practice; - Assess the effectiveness of United Kingdom and European

employment law. This book will be of invaluable help to Undergraduate and MBA students as well as those pursuing a CIPD employment law course.

Employment Law: A Guide to Hiring, Managing, and Firing for Employers and Employees, Fourth Edition is a practical text for undergraduate, graduate, and paralegal employment law, human resources, and business school courses. This unique book approaches each area from the perspective of both employees and employers. The balanced approach is organized to track the employer-employee relationship focusing on day-to-day hiring, managing, and firing practices. After an overview of discrimination laws and a discussion of different types of employment relationships the text moves chronologically from the recruitment of candidates through all aspects of employment to the conclusion of the employment relationship. Each chapter begins with clear chapter objectives. A list of key terms ends the chapter followed by basic questions to ensure students master the key concepts and fact patterns, which test student's ability to apply the concepts to workplace matters. These fact-based scenarios promote critical thinking and develop analytical skills. New to the Fourth Edition: New coverage of the balancing of employer and employee interests in regard to political expression and social media use Expanded discussion of employer and employee rights with respect to medical marijuana Focus on the heightened attention paid to policies related to workplace romances due to the #MeToo movement Enhancement of the materials related to the prohibition of sex discrimination and compensation discrimination materials, including the comparing and contrasting of employee rights under Title VII and the Equal Pay Act Introduction of Check it out! —a teaching tool based on real-life scenarios. These sidebars raise thought-provoking questions designed to initiate both legal and policy discussions and reinforce legal concepts and stakeholder considerations. Professors and students will benefit from: Materials are chronologically organized and track the employer–employee relationship. Complicated information is presented in a clear and concise manner. Guidance from the very agencies that are ultimately responsible for the laws that regulate the employment relationship is included. Tackling of serious workplace matters is paired appropriately with the injection of humor to increase the attention of students and the likelihood that they retain the knowledge related to key concepts. Students who work in human resources, employment law are provided with sample forms, enforcement guidance, and workplace posters that they need to know. Practical information within the context of interviewing provides students with a wealth of information and issues that help them frame interview questions that are legally compliant. References to the most significant legal cases, as well as some lesser-known cases represent common themes. End-of-chapter questions ensure students master key concepts. Numerous fact patterns test whether students not only understand these concepts but also can apply them to workplace matters. These fact-based scenarios promote critical thinking and develop analytical skills so that the knowledge can be used by students. Key

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terms appear in the margins where a term is first introduced and in the glossary at the end of the book. This comprehensive glossary of key terms provides students with an additional opportunity to review important terms.

Includes sample documents for clear guidance and inspiration Understand your rights and responsibilities as an employer British small business owners can't afford to learn from their mistakes, especially as regards employment law. This book keeps you onside with the law and onside with your staff too. From hiring and firing through to dealing with wages, pensions, and maternity leave, you'll discover what to do, what not to do, and how to get it right first time. Discover how to * Recruit and retain a happy workforce * Draw up a fair employment contract * Understand Health and Safety Laws * Make redundancies the right way * Manage staff holiday and disciplinary issues

EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 4TH EDITION explains the major issues and rules of employment law and how they apply to your human resource career. Clippings of current news stories and events, hypothetical situations, and real cases help you understand how the law applies to each stage of employment--from hiring, to managing, to firing--and emphasize the application of legal concepts to future business situations. Practical advice for what to do as a manager is conveniently summarized at the end of each chapter. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

This is a comprehensive textbook on Zimbabwean labour law. After detailing the history and purpose of the law, it offers a comprehensive review of contracts of employment, termination, the rights of organisation and association, and collective bargaining. Dispute settlement is discussed within the contexts of the right to strike, conciliation and arbitration, and the role of the courts in adjudication. State employment is treated separately, as it is governed by constitutional law as well as labour law. The book concludes with chapters covering aspects of social security in Zimbabwe, and a discussion on international labour law.

Explore the foundations of business law as well as the application of legal concepts to everyday life. LAW FOR BUSINESS AND PERSONAL USE, COPYRIGHT UPDATE, combines strong content and interactive technology with consistent, proven instruction to maintain student interest and support active learning. Coverage includes a new bonus chapter on E-Commerce and Cyberlaw. This edition also covers contracts, criminal law, environmental law, family law, and consumer protection. With more than 1,000 cases, LAW FOR BUSINESS AND PERSONAL USE, COPYRIGHT UPDATE, offers plenty of opportunities for case analysis and research. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Employment Law for BusinessIngramEmployment Law for BusinessMcGraw-Hill/Irwin

Protect clients' assets and shield their estates from increased taxation brought about by changing tax laws. This book can help you to understand the tax obligations of trusts and estates and how these obligations affect beneficiaries. It provides exercises and examples that reflect the calculation and allocation of taxable income and its presentation on the appropriate forms. In addition, you will also learn how to prepare federal Form 1041, US Income Tax Return for Estates and Trusts. Key topics covered include: How are trusts and estates taxed under the internal revenue code? What is a trust? What is a "simple trust?" What is a "complex trust?" How is the "income" of a trust or estate defined for tax purposes? What are the ordinary deductions and credits allowed? How is the "deduction for distributions" to beneficiaries determined? How are trust and estate beneficiaries taxed? What is a "grantor trust" and how is it taxed? How to prepare Form 1041.

Whether you're new to higher education, coming to legal study for the first time or just wondering what Employment Law is all about, Beginning Employment Law is the ideal introduction to help you hit the ground running. Starting with the basics and an overview of each topic, it will help you come to terms with the structure, themes and issues of the subject so that you can begin your Employment Law module with confidence. Adopting a clear and simple approach with legal vocabulary explained in a detailed glossary, James Marson breaks the subject of Employment Law down using practical everyday examples to make it understandable for anyone, whatever their background. Diagrams and flowcharts simplify complex issues, important cases are identified and explained and on-the-spot questions help you recognise potential issues or debates within the law so that you can contribute in classes with confidence. Beginning Employment Law is an ideal first introduction to the subject for LLB, GDL or ILEX and especially international students, those enrolled on distance learning courses or on other degree programmes.

"This book provides an overview of the relevant legislation regarding redundancy schemes in each of the 27 EU Member States, as well as Russia and Switzerland. Following an introductory chapter describing the European directive regarding mass redundancies, 29 country reports written by one or more experienced employment lawyers from the respective country offer overviews of relevant national legislation and case law regarding timing, information and consultation, risks, and costs, as well as practical legal guidance."--Publisher. This accessible and comprehensive book is suitable for all business and HR students taking an Employment Law module as part of their CIPD qualification, or HR, or Business degree at undergraduate or postgraduate level. It covers the Employment Act 2002, and the reasons for this act; data protection, and proposed revisions in discrimination legislation.

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