

Free Employee Relations Book Bookfeeder

'Exploring Employee Relations' provides students without previous knowledge of the subject with a good grounding in the theory and practice of employee relations. The practical business element is combined with academic underpinning in a student friendly style, emphasising the real-life nature of the subject matter and using learning features such as:
* Objectives * Examples and Case Studies
* Review and Discussion Questions
* Chapter Summaries
Straightforward and accessible, Exploring Employee Relations is aimed at students who are taking the subject for the first time. The structure is clear and logical, leading the newcomer through the topics in a way to maximise comprehension. Key issues are highlighted and supported by a small case or example from business. Chapters are structured to enable progressive learning with a logical development of the content. Each chapter ends with a summary of the key points met in the text and these are further reinforced by review and discussion questions, with answers and feedback on the activities included at the end of the book. The chapters are grouped thematically into parts and longer case studies are included that are suitable for assignment and seminar work. The text is accompanied by a lecturer's handbook.

Employee Relations is a guide to the fundamental principles of employee relations. Tailored to the needs of practitioners it offers a complete overview of the field strongly aligned to the organizational and HR strategy and objectives. Using a combination of practical tools, assessments, scenarios and case studies from best practice it will build your knowledge of the area from understanding the labour market and the employment relationship to trade unions and international governing bodies. The book covers key areas such as conflict and dispute resolution, dismissal and redundancy, rights, ethics and much more. Aligning effective employee relations with strategic objectives, this book will equip you with the skills you need to plan, implement and assess employee relations.Employee Relations is part of the brand new HR Fundamentals series, offering practical advice to HR professionals starting out in their career, completing CPD training or studying for their professional qualifications with the CIPD. It is the complimentary partner title to Employment Law, also by the same author.

As an HR manager, you're expected to use financial data to make decisions, allocate resources, and budget expenses. But if you're like many human resource practitioners, you may feel uncertain or uncomfortable incorporating financial numbers into your day-to-day work. In Financial Intelligence for HR Professionals, Karen Berman and Joe Knight tailor the groundbreaking work they introduced in their book Financial Intelligence: A Manager's Guide to Knowing What the Numbers Really Mean to present the essentials of finance specifically for HR experts. Drawing on their work training tens of thousands of managers and employees at leading organizations worldwide, Berman and Knight provide you with a deep understanding of the basics of financial management and measurement, along with hands-on activities to practice what you are reading. You'll discover:
· Why the assumptions behind financial data matter
· What your company's income statement, balance sheet, and cash flow statement really reveal
· How to use ratios to assess your company's financial health
· How to calculate return on investment
· Ways to use financial information to support your business units and do your own job better
· How to instill financial intelligence throughout your team
Authoritative and accessible, this book empowers you to "talk numbers" confidently with your boss, colleagues, and direct reports--and with the finance department.

HR Management in the Forensic Science Laboratory

Union Proof

Formulation, Implementation, and Impact

Proactive Tips for Maintaining Positive Employee Relations

A Health-care Supervisor's Manual for Improving Employee Relations and Maintaining Non-union Status

The Rise of HR

Fostering positive relationships between employers and employees is crucial to ensure employee commitment and engagement, as well as overall business performance. Employee Relations is a practical guide to the principles and practice of employee relations in the workplace. Covering the key areas such as conflict and dispute resolution, dismissal and redundancies, rights and ethics, it equips you with the skills and knowledge you need to plan, implement and assess employee relations in any type of organization. Practical diagnostic tools and a variety of real-life examples from organizations including Amazon, HSBC and the UK Police Force are found throughout. This fully revised second edition of Employee Relations features new material on the gig economy, the virtual workplace, and recent legislation changes, and is more closely linked to the CIPD professions map. New online supporting resources include a series of templates, questionnaires and further tools to help evaluate and support the development of an effective employee relations strategy. HR Fundamentals is a series of succinct, practical guides for students and those in the early stages of their HR careers. They are endorsed by the Chartered Institute of Personnel and Development (CIPD), the UK professional body for HR and people development, which has over 145,000 members worldwide.

Updated to provide coverage of present-day concerns in such areas as the economy, the job market and technological advances, an expanded second edition also includes revised sections on FMLA, health-insurance changes and the latest compensation laws.

The third edition of Employee Relations is a practical guide to the principles and practice of fostering positive relationships with employees to develop their engagement and achieve business success. It features updated material on recent legislation changes including employment status in the gig economy and deregulation as a result of new international relations. Covering key areas such as conflict and dispute resolution, redundancies, rights and ethics, this book equips you with the skills and knowledge to plan, build and assess employee relations in any type of organization. Practical diagnostic tools and real-life examples from organizations including HSBC show how these strategies can be applied in practice. With updated guidance and examples covering employee voice and the virtual workplace, Employee Relations is a vital resource for HR practitioners and students alike. Online resources include questionnaires and templates to support the development of an effective employee relations strategy. HR Fundamentals is a series of succinct, practical guides featuring exercises, examples and case studies. They are ideal for students and those in the early stages of their HR careers.

Industrial Relations

Amendments to the National Labor Relations Act

Artificial Intelligence for HR

Orion Corporation V. National Labor Relations Board

Pressures in Today's Workplace

Managing Employment Relations

HR leaders and practitioners: master the financial analysis skills you need to become true strategic business partners, gain an equal seat at the table, and get boardroom and CFO buy-in for your initiatives! In this one-of-a-kind book, Dr. Steven Director covers everything mid-to-senior-level HR professionals need to formulate, model, and evaluate their HR initiatives from a financial perspective. Drawing on his unsurpassed expertise working with HR executives, he walks through each crucial financial issue associated with strategic talent management, including quantifiable links between workforces and business value, cost-benefit analyses of HR and strategic financial initiatives, and specific issues related to total rewards programs, including stock, stock options, and pension costs. Unlike other finance books for non-financial managers, Financial Analysis for HR Managers focuses entirely on core HR issues. Director helps you answer questions such as: How do you model HR's financial role in corporate strategic initiatives such as the introduction of a new product line? How do you select bonus drivers to send the right signals to managers (and uncover suboptimal hidden signals you might be sending now)? How do you design compensation packages that are fully consistent with your goals? How do you identify and manage pension-finance costs and risks that can dramatically impact the long-term financial health of the business? HR leaders and aspiring leaders are under unprecedented pressure to provide credible, quantitative answers to questions like these. This is the one and only book that will help them do so.

Whether you are a newly promoted manager, a seasoned business owner, or a human resources professional, knowing the ins and outs of dealing with HR issues is critical to your success. The Essential HR Handbook is a quick-reference guide that sheds light on the issues that keep managers up at night. It is filled with information, tools, tips, checklists, and road maps to guide managers and HR professionals through the maze of people and legal issues, from recruiting and retaining the best employees to terminating poor performers. With this book, You'll learn how to effectively and efficiently: Individually manage each employee, starting on his or her first day. Manage a multi-generational workforce. Appraise job performance. Coach and counsel. Provide equitable pay, benefits, and total rewards strategies. Identify legal pitfalls and stay out of court. The Essential HR Handbook is the one HR guide every manager needs on his or her desk! Popular blogger and CHRO Kris Dunn presents a hard, but compelling reality: every HR professional on the planet can be classified as one of 9 "Faces" based on your career level and your ability to innovate and drive change. The book opens with a behavioral assessment, so readers can quickly identify their own "HR Face" then reveals career tracks, behavioralmarkers, ROI, macro-trends driving behavior, and market demand for each face. Which face are you? Which one do you want to be? Whether you're a solo HR pro trying to make your way in the world or an HR leader trying to build a cohesive HR team, this is your no-BS playbook to empowering your HR career and elevating our profession.

Employee Relations

2018 Exams

A Quick and Handy Resource for Any Manager or HR Professional

The Changing Art of Union-busting in America

Classification Outline with Topical Index for Decisions of the National Labor Relations Board and Related Court Decisions

Hearings Before the Committee on Education and Labor, United States Senate, Seventy-fourth Congress, First Session, on S. 1958, a Bill to Promote Equality of Bargaining Power Between Employers and Employees, to Diminish the Causes of Labor Disputes, to Create a National Labor Relations Board, and for Other Purposes

Herding cats? As a manager, if you feel this way at times, don't worry! You are in good company -and, with this book, you are in good hands! Especially since the number one reason that people leave a company is because of their manager, namely, YOU! There are a number of responsibilities you have as the manager, some of which you are painfully aware of. And, then there is the "don't know what you don't know" aspect of things-and this is where we can help! When you peruse the Table of Contents of this book, you may see topics and think, "I got this!" But, do you? It's best to look through the chapter to confirm you've not overlooked something important. We guess you could say this book is "like a box of chocolates, because you never know what you're gonna get" (Forrest Gump). There will certainly be nuggets of truth and helpful tips to identify challenges you currently have (or will someday soon)! Rethinking is the first step to retooling. Even if you are doing everything right, and with excellence, you will still be challenged to look in the mirror to see if there is anything just under the surface, you know... just waiting to erupt! You may wonder how we know this. No, we're not psychics- but we are HR.com! And, we know a thing or two about the stuff that your Human Resources (HR) department wishes you knew or wishes you were doing. How, you ask? Well, we interact with over 1.75 million HR leaders every year. We hope that the knowledge you glean from the upcoming chapters will enhance your partnership with HR and avoid headaches in complying with national, regional, and local labor laws. Managing a team requires the right collection of tools. You must learn to wield these tools to inspire your team (whether they are remote or face-to-face).

Understand all the key aspects of employment relations and how they apply in practice with this comprehensive textbook.

HR Management in the Forensic Science Laboratory: A 21st Century Approach to Effective Crime Lab Leadership introduces the profession of forensic science to human resource management, and vice versa. The book includes principles of HR management that apply most readily, and most critically, to the practice of forensic science, such as laboratory operations, staffing and assignments, laboratory relations and high impact leadership. A companion website hosts workshop PowerPoint slides, a forensic HR newsletter and other important HR strategies to assist the reader. Provides principles of HR management that readily apply to the practice of forensic science Covers and emphasizes the knowledge necessary to make HR management in the forensic science laboratory effective, such as technical standards and practices, laboratory structures and work units, and quality system management Includes an online website that hosts workshop PowerPoint slides, a forensic HR newsletter and other important HR strategies

National Labor Relations Act and Proposed Amendments

Hearings Before the Committee on Education and Labor, House of Representatives, Eightieth Congress, First Session, on H. R. 8, by Mr. Smith of Virginia; H. R. 725, by Mr. Case of South Dakota; H. R. 880, by Mr. Hoffman; and H. R. 1095 and H. R. 1096, by Mr. Landis, Bills to Amend and Repeal the National Labor Relations Act, and for Other Purposes ...

Exploring Employee Relations

Hearings Before a Subcommittee of the Committee on Education and Labor, United States Senate, Seventy-fourth Congress, Second Session[--Seventy-sixth Congress, Third Session] Pursuant to S. Res. 266 ...

Decisions and Orders of the National Labor Relations Board

Labor Relations in the Public Sector, Fifth Edition

Publishes in-depth articles on labor subjects, current labor statistics, information about current labor contracts, and book reviews.

Since publication of the fourth edition of Labor Relations in the Public Sector, public sector unions have encountered strong headwinds in many parts of the U.S. Membership is falling in some jurisdictions, public opinion has shifted against the unions, and political forces are leaning against them. Retaining the structure that made the previous editions so popular, this fifth edition incorporates a complete round of updates, particularly sections on recent trends in membership figures, new legislation, and new politics as they influence bargaining rights. See What's New in the Fifth Edition: Up to date examination and analysis of public sector labor relations and collective bargaining Important changes in the public labor relations and unionization landscape Updated analysis of the financial and human resource outcomes of collective bargaining in the public sector

Collective bargaining institutions and processes in government Completely updated in terms of the scholarly and professional literature and relevant events, the new edition identifies and explains the implications of the new collective bargaining environment, including financial and human resource management issues and outcomes. As in previous editions, collective bargaining and labor relations are addressed at all levels of government, with comparisons to the private and nonprofit sectors. Designed to be classroom friendly, it includes discussions of the most recent literature and case studies as well as end-of-chapter assignments and quizzes. Practical tips and advice are offered for those engaged in collective bargaining and labor relations.

Employee RelationsKogan Page Publishers

Monthly Labor Review

From Brass Knuckles to Briefcases

Wisdom from 73 Thought Leaders

HR Fundamentals for Non-HR Managers

Manager's Guide

Human Resources for the Non-HR Manager

****Shortlisted in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2017* 'In this new, original book, Cecilie Bingham puts fairness, trust, organisational justice, and power at the heart of employment relationships in a variety of settings. This thought-provoking text provides academic, practical and theoretical insights into the contested nature of contemporary work and employment relations at workplace level. It should become essential reading for students, scholars, practitioners and policy-makers in the field.'* - Professor David Farnham, University of Portsmouth, UK Mapped to CIPD learning outcomes at level 5 and level 7, Employment Relations: Fairness and Trust in the Workplace critically reflects on current research, commentary, evidence and practice in the employment relationship with a unique focus on organizational justice. Combining theoretical concepts, tools and models with practical examples, it is packed with innovative learning features designed to help students to engage with the subject, including: Extracts of recent news items linked to chapter content Insights to help link theory and practice supported by podcast interviews on the book's companion website A series of case study 'snippets', activities and revision exercises. The book is complimented by a companion website featuring a range of tools and resources for lecturers and students, including PowerPoint slides, Instructors' manual, multimedia links and free SAGE journal articles. Suitable for Undergraduate and Postgraduate students on Employment Relations, Industrial Relations or HRM courses.**

From Hello to Goodbye is the HR professional's complete guide to understanding the various ways business relationships end, managing disability and leave issues, properly classifying workers, maintaining an inclusive workplace, increasing retention, and avoiding litigation. The second edition has been updated to reflect new research and best practices in addition to recent legal and regulatory compliance complexities.

Essential review for the PHR/SPHR exams, aligned with the updated HRBoK™ PHR/SPHR Professional in Human Resources Certification Review Guide is the ideal companion to the PHR/SPHR Study Guide, Fifth Edition, and PHR/SPHR Deluxe Study Guide, Second Edition. These self-study guides are intended for HR professionals seeking to validate their skills and knowledge acquired through years of practical experience, or for relative newcomers to the HR field looking to strengthen their resume. Organized by those areas of knowledge and practices specific and necessary to human resource management (HRM), this handy review guide covers tasks, processes, and strategies as detailed in the updated A Guide to the Human Resource Body of Knowledge™ (HRBoK™), giving you clear guidance on what you need to know for the exams. You also get a year of FREE access to the Sybex online interactive learning environment and study tools, which feature flashcards, chapter tests, two bonus practice exams, and more. The review guide aligns with the HRCI test specifications, which detail the responsibilities and knowledge needed by today's HR professionals. Covers key functional areas in greater depth: HR students and professionals studying for the PHR/SPHR certification need a trusted resource to aid in their preparation—this review guide does that and more.

From Hello to Goodbye

Legislative History of the National Labor Relations Act, 1935

Economics of Labor Relations

The Essential HR Handbook

The HR Answer Book

Employee Relations is a guide to the fundamental principles of employee relations in the UK. Tailored to the needs of practitioners it offers a complete overview of the field strongly aligned to the organizational and HR strategy and objectives. Using a combination of practical tools, assessments, scenarios and case studies from best practice it will build your knowledge of the area from understanding the labour market and the employment relationship to trade unions and international governing bodies. The book covers key areas such as conflict and dispute resolution, dismissal and redundancy, rights, ethics and much more. Aligning effective employee relations with strategic objectives, this book will equip you with the skills you need to plan, implement and assess employee relations. Employee Relations is part of the brand new HR Fundamentals series, offering practical advice to HR professionals starting out in their career, completing CPD training or studying for their professional qualifications with the CIPD. It is the complementary partner title to Employment Law, also by the same author.

What is human resource strategy? How are human resources strategies formulated and how can we explain the variance between what is espoused and what is actually implemented? What impact – if any – does human resource strategy have on the organization’s “bottom line,” and how can this impact be explained? Is there one best HR strategy for all firms, or is performance contingent on some set of organizational, technological or environmental factors? Human Resource Strategy, 2nd edition, provides an overview of the academic and practitioner responses to these and other questions. Applying an integrative framework, the authors review 30 years’ worth of empirical and theoretical research in an attempt to reconcile models and competing empirical results. Complex theoretical models and scientific findings are presented in an accessible and relevant way, in the context of the strategic decisions that executives are forced to make on a regular basis. This new edition features an updated literature review, coverage of the latest challenges to HR strategy, new mini-cases, discussion questions, examples, and an emphasis on the strategic implications of the research, making it an ideal resource for students and practitioners alike.

Artificial intelligence is changing the world of work. How can HR professionals understand the variety of opportunities AI has created for the HR function and how best to implement these in their organization? This book provides the answers. From using natural language processing to ensure job adverts are free from bias and gendered language to implementing chatbots, AI is changing the way we work. Drawing on the author's experience, artificial intelligence can add value throughout the work of HR professionals. Artificial Intelligence for HR demonstrates how to leverage this potential and use AI to improve efficiency and develop a talented and productive workforce. Outlining the current technology landscape as well as the latest AI developments, this book ensures that HR professionals

what it means for HR in practice. Alongside coverage of employee engagement and recruitment, this second edition features new material on applications of AI for virtual work, reskilling and data integrity. Packed with practical advice, research and new and updated case studies from global organizations including Uber, IBM and Unilever, the second edition of Artificial Intelligence for HR Professionals with the knowledge they need to improve people operational efficiencies, and allow AI solutions to become enhancements for driving business success.

Financial Analysis for HR Managers

A Disruptor's Guide to Mastering Innovation and Driving Real Change

Violations of Free Speech and Assembly and Interference with Rights of Labor

An Indispensable Guide for Managers and Human Resources Professionals

The 9 Faces of Hr

A 21st Century Approach to Effective Crime Lab Leadership

As the industry's foremost voice for human resources certification, the HR Certification Institute has brought together the world's leading HR experts to share insights on our profession through this inaugural Institute-sponsored publication that is being distributed globally in an effort to advance the HR profession. Seventy-three human resources thought leaders from across the globe volunteered to contribute their expertise to this compilation of wisdom regarding the HR profession. Together, their contributions offer a comprehensive look into the critical issues transforming human resources—one of the fastest-growing professions in the workplace and one that is being influenced by many factors, including technological developments and globalization.

Today, organized labor is fighting for its very existence. They re using every weapon at their disposal - including every channel of communication, running corporate campaigns, and influencing politics and legislation with large donations. Their foot soldiers are waging an all-out war against corporate America, and the spoils of victory are your employees. In Union Proof: Creating Your Successful Union Free Strategy, Peter Bergeron, a 33-year veteran of labor relations and human resources, shares his experiences, offers advice and gives you the best practices that truly make a difference in remaining union-free. Far from a legal text, Peter provides the practical tools and advice that can help you make union representation irrelevant within your organization. Peter J. Bergeron spent most of his 33+ years of service with General Dynamics, managing all areas of Human Resources with particular emphasis on Labor/Employee Relations and Union Avoidance. Most notably, Peter s primary successful union avoidance experience thwarted many large union organizing efforts at one of General Dynamics largest non-union production facilities. Peter was utilized by numerous General Dynamics business units throughout the country to lead counterorganizing efforts in campaigns ranging from as few as 13 to as many as 6,500 employees. Peter earned BA in Psychology from Villanova University and a MS in Systems Management from the University of Southern California."

Human Resources for the Non-HR Manager appeals to anyone interested in management issues. The book explains why human resource issues are increasing the responsibilities of front-line managers rather than the HR department. Chapters present the basics of HR including the fundamentals of hiring, performance appraisal, reward systems, and disciplinary systems, so that any manager--regardless of his or her background or functional area--can approach these parts of the job with confidence. The book also covers the latest developments in equal opportunity law and describes the manager's responsibilities in controlling sexual harassment and managing diverse employees, including older workers and employees with disabilities. Each chapter's material is firmly grounded in the current HR academic literature, but the book's friendly, conversational tone conveys basic principles of good practice without technical jargon. Designed to make the material more accessible and personally relevant, the book includes the following special features: *Manager's Checkpoints--a series of questions that help the reader apply the material to his or her own organizational context; *Boxes that describe real-life examples of how companies respond to HR challenges; *For Further Reading--references to articles published in outlets that bridge the academic-practitioner divide; *Manager's Knots--presented in a question-and-answer format, these describe typical managerial problems, take the reader into some of the gray, ambiguous areas of HR, and suggest ways to apply the chapter material to real-life managerial dilemmas.

PHR and SPHR Professional in Human Resources Certification Complete Review Guide

Government Employee Relations Report

IRS Drug Free Workplace

A Practical Introduction

Hearings Before a Subcommittee, Seventy-fourth Congress, Second Session, on S. Res. 266, a Resolution to Investigate Violations of the Right of Free Speech and Assembly and Interference with the Right of Labor to Organize and Bargain Collectively. April 10-11, 14-17, 21, 23, 1936

Financial Intelligence for HR Professionals