

Employment Law For Business By Dawn D Bennett Alexander

For courses in Employment Law, Labor Law, and Human Resource Management. Using cases and examples in every chapter, the second edition of Employment Law deals with this complex and controversial subject by making it easy to understand. The text is a simple approach to employment law, with a foundation of legal principles explained in the layperson's language. The principles, once learned, can be applied to understand the judges' opinions in the cases presented.

Never HIGHLIGHT a Book Again! Virtually all of the testable terms, concepts, persons, places, and events from the textbook are included. Cram101 Just the FACTS101 studyguides give all of the outlines, highlights, notes, and quizzes for your textbook with optional online comprehensive practice tests. Only Cram101 is Textbook Specific. Accompanys: 9780073377636 .

The SHRM Essential Guide to Employment Law is your One-Stop Legal Reference to Employment Law. It simple, straightforward language on everything HR professionals, employers, and small business owners need to know about their relationship with their employees in order to comply with the law and

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protect themselves and their business from legal action. Covering more than 200 workplace law topics, the Guide provides an overview of U.S. workplace laws, regulations, and court decisions that employers, large or small, are likely to face, as well as what pitfalls to anticipate and when to seek professional advice. Each chapter offers general principles, highlights key issues, and provides specific examples and suggestions to help make the employer-employee relationship run more smoothly. 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

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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

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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

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matters. These fact-based scenarios promote critical thinking and develop analytical skills so that the knowledge can be used by students. Key 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.

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Ingram Employment Law for Business 10e
Employment Law for Business
Irwin Professional Publishing

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

Readers who are majoring in business or another non-legal professions will find EMPLOYMENT AND LABOR LAW, 9E offers the ideal comprehensive introduction to employment and labor relations. This book uses excerpts

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from real law cases to illustrate how labor-related disputes arise and are resolved in the courts. Eye-opening features, such as The Working Law and Ethical Dilemmas, demonstrate how labor legislation and ethical decision-making impact employees at all levels -- from hourly workers to owners. Readers review the most up-to-date information on the NLRB and EEOC, the Fair Labor Standards Act, President Obama's executive orders regarding undocumented immigrants and LGBT rights, Obamacare, the Defense of Marriage Act, and other employee-benefits developments. This edition also addresses relevant issues, such as FLSA and NLRB rights for unpaid interns, teaching assistants, and student-athletes. No other book combines such balanced coverage with a reader-friendly approach. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

An effective teaching and learning text, Basic Labor and Employment Law for Paralegals covers all the essential elements in depth and breadth in a rational three part structure. "Introduction to Labor and Employment Law" examines the historical development of labor and employment law in America alongside the nature of the employment relationship. "Labor-Management Relations in the Union Setting" shows how American labor law regulates labor-management relations and includes methods of selecting collective bargaining representatives, unfair labor practices by employers and unions, economic weapons in labor disputes and the formation and administration of labor contracts.

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"Employment Discrimination" deals with the various forms of discrimination and the methods and procedures of pursuing employment discrimination claims. To underscore concepts and ensure student understanding, each chapter features marginal definitions, fact scenarios illustrating the concepts, and questions about specific facts for the students to consider. Answers to the fact scenarios are included at the end of each chapter. Discussion questions and exercises are provided to help students apply the concepts, and engaging case excerpts give them experience with case analysis. The Second Edition has been completely updated to include new material analyzing the Lilly Ledbetter Fair Pay Act of 2009, a federal statute amending the Civil Rights Act of 1964. Additional new material discusses the Genetic Information Nondiscrimination Act, a federal statute prohibiting employment discrimination on the basis of genetic information. Fresh case references and examples appear throughout the text. Hallmark features of Basic Labor and Employment Law for Paralegals: Covers all essential elements of United States labor and employment law in depth Divided into three sections o Introduction to Labor and Employment Law historical development of labor and employment law in America nature of the employment relationship o Labor-Management Relations in the Union Setting how labor law regulates labor-management relations methods of selecting collective bargaining representatives unfair labor practices by employers and unions economic weapons in labor disputes the formation and administration of labor contracts o Employment

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Discrimination various forms of employment discrimination in American law methods and procedures of pursuing employment discrimination claims Chapter pedagogy o marginal definitions o fact scenarios illustrating the concepts

Employment Law for Business Students is the ideal companion to support non-law students in their studies. Written with the needs of business students in mind, the book combines clear and straightforward explanations of all aspects of employment law with a strong practical focus ensuring students gain a full understanding of how employment law operates in the workplace.

"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.

Never HIGHLIGHT a Book Again! Virtually all of the testable terms, concepts, persons, places, and events from the textbook are included. Cram101 Just the FACTS101 studyguides give all of the outlines, highlights, notes, and quizzes for your textbook with optional online comprehensive practice tests. Only Cram101 is Textbook Specific. Accompanys: 9780073028958 .

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

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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.

Bennett-Alexander and Hartman's, *Employment Law for Business, 4/e*, addresses law and employment decisions from a managerial perspective. It is intended to instruct students on how to manage effectively and efficiently with full comprehension of the legal ramifications of their decisions. Students are shown how to think and analyze employment law facts using concrete examples of management-related legal dilemmas without clear-cut solutions. The methods of arriving at resolutions are emphasized, so that when the facts of the workplace problem are not quite the same, the student can still reach a good decision based on the legal considerations required by law, which remain relevant.

This volume is an essential, cutting-edge reference for all practitioners, students, and teachers in the field of dispute resolution. Each chapter was written specifically for this collection and has never before been published. The contributors--drawn from a wide range of academic disciplines--contains many of the most prominent names in dispute resolution today, including Frank E. A. Sander, Carrie Menkel-Meadow, Bruce Patton, Lawrence Susskind, Ethan Katsh, Deborah Kolb, and Max Bazerman. The

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Handbook of Dispute Resolution contains the most current thinking about dispute resolution. It synthesizes more than thirty years of research into cogent, practitioner-focused chapters that assume no previous background in the field. At the same time, the book offers path-breaking research and theory that will interest those who have been immersed in the study or practice of dispute resolution for years. The Handbook also offers insights on how to understand disputants. It explores how personality factors, emotions, concerns about identity, relationship dynamics, and perceptions contribute to the escalation of disputes. The volume also explains some of the lessons available from viewing disputes through the lens of gender and cultural differences.

A Wall Street Journal bestseller From the CEO and President of the Society for Human Resource Management (SHRM) comes the ultimate book on transforming the way we select, retain and train our employees in a radically changed business environment. With the growth of remote work and an increased focus on diversity and inclusion, companies are increasingly finding themselves in “wars for talent” as they source and recruit candidates from all over the world. They need to find new ways to contact people and new sources of talent. They need to create an enduring and tangible culture that helps everyone feel empowered to do

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their best work. And they need to develop inclusive organizations that leverage differences for growth and innovation. Informed by more than 70 years of experience and expertise and propelled by extensive original SHRM research, *Reset* delivers a candid and forward-thinking vision for leaders to reimagine their company cultures in a time of global upheaval. Part call to action, part strategic roadmap, *Reset* challenges business leaders' underlying assumptions about workers and the workplace, delivers practical strategies for finding and keeping the talent needed to make businesses successful, and introduces dynamic tools to sustain that success over the long haul. Now is the time for leaders to completely reimagine, reorganize, and *Reset* their operations to create a more daring, resilient and sustainable future. This is the book that will guide them exactly when they most need it.

"An A-Z reference encyclopedia, with more than 200 entries defining and explaining employment and labor law topics. The entries combine a summary of the law with real life case references, pop culture references, and statistics and trends"--Provided by publisher.

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practice tests. Only Cram101 is Textbook Specific. Accompanies: 9780073524962. This item is printed on demand.

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.

A less-expensive grayscale paperback version is available. Search for ISBN 9781680923018.

Business Law I Essentials is a brief introductory textbook designed to meet the scope and sequence requirements of courses on Business Law or the Legal Environment of Business. The concepts are presented in a streamlined manner, and cover the key concepts necessary to establish a strong foundation in the subject. The textbook follows a traditional approach to the study of business law. Each chapter contains learning objectives, explanatory narrative and concepts, references for

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further reading, and end-of-chapter questions.

Business Law I Essentials may need to be supplemented with additional content, cases, or related materials, and is offered as a foundational resource that focuses on the baseline concepts, issues, and approaches.

The Employment Law Review, edited by Erika C Collins of Proskauer Rose LLP, serves as a tool to help legal practitioners and human resources professionals identify issues that present challenges to their clients and companies. As well as in-depth examinations of employment law in 48 jurisdictions, the book provides further general interest chapters covering the variety of employment-related issues that arise during cross-border merger and acquisition transactions, aiding practitioners and human resources professionals who conduct due diligence and provide other employment-related support in connection with cross-border corporate M&A deals. Other chapters deal with global diversity and inclusion initiatives across the globe, social media and mobile device management policies, and the interplay between religion and employment law. Contributors include: Els de Wind, Van Doorne; Annie Elfassi, Loyens Loeff. "Excellent publication, very helpful in my day to day work." - Mr Frederic Thoral, Head of HR, BNP Paribas"Excellent coverage and detail on each country is brilliant." - Mr Raani

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Costelloe, General manager of Legal and Business Affairs, Sony music Entertainment, Australia; "An excellent resource for in-house counsel for a company with an international footprint." - Mr John R Pendergast, Senior Counsel, BASF Corporation, USA; "It's invaluable to any lawyer dealing with cross-border and privacy-related employment issues and is a cornerstone to my own legal research" - Oran Kiazim, Vice President, Global Privacy, SterlingBackcheck, UK

Written specifically for HR and Business students, Introduction to Employment Law is a clear and accessible guide to employment law and how it applies in practice. Covering everything from employment tribunals and discrimination to redundancy and termination of employment, this textbook doesn't assume any prior knowledge of the UK legal system and equips students with all the knowledge and skills that they need to take forward into the workplace. Fully revised with all the latest cases and legal developments, this new edition includes coverage of hot topics such as defining employment status in the gig economy, gender pay reporting, the General Data Protection Regulation (GDPR) and the legal implications to be considered with Britain's withdrawal from the European Union. Packed with pedagogical features to consolidate learning including chapter objectives, tasks, 'explore further' sections, key learning points and examples to work through, as well as a dedicated study skills chapter,

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Introduction to Employment Law is essential reading for all students studying the CIPD Level 5 Intermediate module in employment law as well as being a useful resource for those studying at level 3 and an accessible introduction for level 7 and those on undergraduate and postgraduate courses needing a thorough grounding in employment law. Online resources include lecture slides, case studies, multiple choice questions, annotated weblinks and an instructor's manual.

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.

We wanted the textbook to be informative and readable—a resource to encourage critical and creative

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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.

"These types of questions, which are routinely decided in workplaces every day, can have devastating financial and productivity consequences if mishandled by the employer. Yet, few employers or their managers and supervisors are equipped to handle them well. That is why this textbook was created. These types of questions, which are routinely decided in workplaces every day, can have devastating financial and productivity consequences if mishandled by the employer. Yet, few employers or their managers and supervisors are equipped to handle them well. That is why this textbook was created. These types of questions, which are routinely decided in workplaces every day, can have devastating financial and productivity consequences if mishandled by the employer. Yet, few employers or their managers and supervisors are equipped to handle them well. That is why this textbook was created. These types of questions, which are routinely decided in workplaces every day, can have devastating financial and productivity consequences if mishandled by the employer. Yet, few employers or their managers and supervisors are equipped to handle them well. That is why this textbook was created. These types of questions, which are routinely decided in workplaces every day, can have devastating financial and productivity consequences if mishandled by the employer. Yet, few employers or their managers and supervisors are equipped to handle them well. That is why this textbook was created. These types of questions, which are routinely decided in workplaces every day, can have devastating financial and productivity consequences if mishandled by the employer. Yet, few employers or their managers and supervisors are equipped to handle them well. That is why this textbook was created."--

Employment Law 4e is the most complete and accessible introduction to the subject, suitable for

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students from a variety of backgrounds including HRM and business management. The expert author team combine a wealth of knowledge in teaching, examining, and practising employment law to ensure the reader has a firm understanding of legal principles, in both an academic and professional context. Case exhibits in every chapter illustrate employment law in action, whilst activities test the reader's understanding of the law and its application in the real-world. Together, they enable students to effectively develop their knowledge of current legislation and maximize their learning. In addition, a dedicated chapter on preparing and presenting a case gives the reader a unique opportunity to demonstrate their understanding using a fictional scenario, through which they can gain a greater insight into the challenges faced by those required to prepare and deliver a case before an employment tribunal. As a result, *Employment Law 4e* is an essential textbook for students seeking to develop their academic and professional skills, as well as foster their understanding of a subject that directly affects business managers and their employees. Online Resource Centre This book is supported by an integrated Online Resource Centre. For students: - Test your understanding and receive instant feedback with our range of multiple choice questions. - Source relevant and reliable further reading using our publications briefing resource. - Keep informed of changes to the law with our regular updates from the authors. For registered lecturers: - Access additional case studies and questions to support your teaching.

Bennett-Alexander and Hartmans, *Employment Law for*

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Business, 4/e, addresses law and employment decisions from a managerial perspective. It is intended to instruct students on how to manage effectively and efficiently with full comprehension of the legal ramifications of their decisions. Students are shown how to think and analyze employment law facts using concrete examples of management-related legal dilemmas without clear-cut solutions. The methods of arriving at resolutions are emphasized, so that when the facts of the workplace problem are not quite the same, the student can still reach a good decision based on the legal considerations required by law, which remain relevant.

?Authoritative guidance is provided in this detailed analysis of local and federal cases and statutes covering: employment contracts, wages, hours and overtime, employee safety and health, immigration issues, pension, health and welfare benefits, privacy issues, FMLA, wrongful discharge, constructive discharge, sexual harassment and disability, race, sex and age discrimination.

A concise, readable explanation of applicable federal and state law for practitioners who want quick answers to employment questions - their clients' and their own. Coverage includes: hiring, hours of work and payment of wages, health and safety standards, civil rights, union organizing, collective bargaining and strikes, employer liability for employees' acts, private health care and life insurance, disability or death of employee, employee retirement benefits, termination of employment, and advisors and information sources.

Packed with the most current cases and examples available, EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 5E addresses human resource practices associated with

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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.

LABOR AND EMPLOYMENT LAW: TEXT & CASES, 15TH EDITION, written by a nationally renowned White House labor arbitrator, offers comprehensive and objective coverage of labor and employment law topics that challenge readers to develop critical thinking skills through case analysis. In-depth chapters explore labor law topics, focusing primarily on the National Labor Relations Act, and are updated to include coverage of court systems and the role of administrative agencies in policymaking. Understand the majority views, the dissenting opinions, and the current laws that apply to these areas and follow the continued controversy over topics like discrimination law (including race discrimination, religious discrimination, national origin discrimination, age discrimination, sexual harassment, etc.) as well as worker's compensation and employee privacy (updated to include text messaging issues). 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 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.

Employment Law is the core textbook for the CIPD Level 7 Employment Law module. It takes the reader step-by-step through everything that they need to know, including the formation of the Contract of Employment, discrimination, health and safety in the workplace, unfair dismissal and redundancy. Easy to read and navigate, and full of case studies and useful examples that encourage deeper thinking, this fully updated 15th edition provides a thorough theoretical grounding in employment law that can be applied in practice. This new edition of Employment Law is completely up to date with the latest cases and legislation, including zero hours contracts, migrant workers' rights, shared parental leave and Brexit and provides an up-to-date analysis of anti-discrimination law, the national living wage and the 'Transfer of Undertakings (Protection of Employment) Regulations 2006' (TUPE). Online resources include a lecturer guide, powerpoint slides, multiple choice questions and extra case studies to support learning and enable students to apply the theory in practice.

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