

## Current Legal Issues in HRM

Thursday April 7, 2016

---

---

---

---

---

---

---

---



## Current Legal Issues in HRM

- *Sexual harassment*

- .

- *Comparable worth*

- .

---

---

---

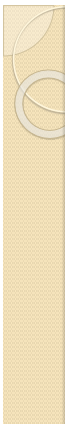
---

---

---

---

---



- *Pregnancy discrimination*

- .

- *Independent contractors*

- .

- *Workplace privacy*

- .

---

---

---

---

---

---

---

---

**Step I**  
**Attracting a Quality Workforce**

- The first responsibility of HRM
- Attracting the right people requires an organization knowing what they are looking for
- Various methods of employee recruit are used to attract potential employees

---

---

---

---

---

---

---

---

**Human Resource Planning**

- Analyzing the needs of an organization for staffing purposes
- Assessing existing workforce
- Determining what additions need to be made and what, if any, replacements are needed

---

---

---

---

---

---

---

---

• ***Job Analysis***

- .

• ***Job Description***

- .

• ***Job Specifications***

- .

---

---

---

---

---

---

---

---

### **Recruiting Techniques**

- Recruitment is crucial in order to attract and select employees that are a good fit for the organization
  - Qualified workers are necessary in order for an organizations objectives and mission to be carried out effectively and efficiently

---

---

---

---

---

---

---

---

### **Internal vs. External Recruitment**

- **Internal recruitment**
  - Those who are current employees of the organization.
- **External recruitment**
  - Those who currently are un-employed or work elsewhere.

---

---

---

---

---

---

---

---

### **Traditional vs. Realistic Job Previews**

- Traditional job previews
  - .
- Realistic job previews
  - .

---

---

---

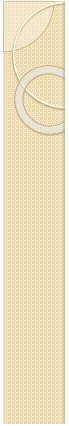
---

---

---

---

---



## Homework

- Read pages 247-249
  - Selection Techniques
    - Make a summarized note after reading

---

---

---

---

---

---

---

---