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# **EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE**

David J. Walsh

FOURTH EDITION

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# Employment Law For Human Resource Practice 4th Ed

**Cathy Winterfield**



## **Employment Law For Human Resource Practice 4th Ed:**

*Employment Law for Human Resource Practice* David J. Walsh, 2012-02-01 This text addresses human resource practices associated with each stage of the employment process from hiring to managing to firing and emphasizes the application of legal concepts to future business situations Various features throughout the text 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 EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE 4TH EDITION empowers students to understand the difference between what is legal and what is not see and avoid potential problems and know when to turn to a lawyer While continuing its coverage of all the most important employment law topics this edition has been updated to include extended coverage of a number of areas reflecting recent legislation the issuance of new regulations and recent case law Some of these topics include class action lawsuits use of independent contractors human trafficking and the use of credit histories and criminal backgrounds when hiring Important Notice Media content referenced within the product description or the product text may not be available in the ebook version [Employment Law for Human Resource Practice](#) David J. Walsh, 2015-01-01 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 **PHR Exam Prep** Cathy Winterfield, 2015-08-28 Score Higher on the PHR Exam We provide you with the proven study tools and expert insight that will help you score higher on your exam Study Tips like the advice and instruction that a personal tutor might provide Notes Tips and Cautions provide you with hints and strategies that will help you reduce your mistakes on the exam Comprehensive discussion of all six functional areas covered on the PHR Exam Practice Questions that include detailed explanations of correct and incorrect answers so you can learn the material from your success and mistakes COMPREHENSIVE Succeed with comprehensive learning and practice tests Master the PHR exam materials in all six tested functional areas Prepare with a comprehensive practice test Analyze your test readiness and areas for further study with topic focused chapter tests CD ROM based practice exam includes an interactive test engine for a meaningful exam experience with 175 questions Learn important test taking strategies to maximize your score and diminish your anxiety Pearson IT Certification Practice Test The CD ROM based practice exam

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practices of these industries such as how to manage tour reps or working in the airline industry It initially sets the scene with a broad review of the evidence of HRM practice within the tourism and hospitality industries Having identified the broader picture the text then begin to focus much more explicitly on a variety of HR policies and practices such as recruitment and selection the effects of ICT skills required specific for the industry and the nature of advertising legislation and equal opportunities illegal discrimination and managing diversity staff health and welfare violence in the workplace working time directives smoking and alcohol and drug misuse remuneration strategies in the industry the cafeteria award approach minimum wage and tipping Human Resource Management for the Hospitality and Tourism Industries is illustrated throughout with both examples of best practice for prescriptive teaching and discussion and international case studies to exercise problem solving techniques and contextualise learning It incorporates a user friendly layout and includes pedagogic features such as chapter outlines and objectives HRM in practice boxed examples reflective review questions web links discussion questions and further reading Accompanying the text are online supplementary lecturer materials including downloadable figures from the book PowerPoint slides further cases and extra exercises and points for discussion

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