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Employment At Will A Guide To An Eroding Doctrine

Sandra M. Reed, Anne M. Bogardus



Employment At Will A Guide To An Eroding Doctrine:

Employment at Will Ira M. Shepard, Harry Olsen, Robert Dustch, 1987-01-01 The development of the employment at will doctrine is explored along with the statutory and judicial limitations that have been steadily imposed on this common law theory Under the at will doctrine an employee who is hired for an indefinite period is subject to discharge for any reason good or bad An estimated two thirds of the national work force is not covered by either labor contracts or protective legislation The following exceptions to the at will doctrine that have been adopted by some states are considered public policy exception implied contract exception and implied covenant of good faith and fair dealing exception Suggestions to help managers develop predischarge strategies to minimize potential liability concern the hiring process employment policies and practices and termination procedures Included is a chart that provides a state by state analysis of applicable exceptions to the employment at will doctrine Court decisions are indicated for each state along with whether public policy implied contract or good faith covenant exceptions have or have not been recognized A statement of the scope of the policy or theoretical basis for the court s decision is included SW *A Practical Guide to the Employment Function* Susan Carkeek, 1988 *PHR and SPHR Professional in Human Resources Certification Complete Study Guide* Sandra M. Reed, 2019-04-30 The 1 book for the leading HR certifications aligned with the updated HRBoK™ PHR and SPHR certifications offered by Human Resources Certification Institute HRCI have become the industry standard for determining competence in the field of human resources Developed by working professionals the PHR and SPHR credentials demonstrate that recipients are fully competent HR practitioners based on a standard set by workforce peers Offering insights into those areas of knowledge and practices specific and necessary to human resource management HRM this study guide covers tasks processes and strategies as detailed in the updated A Guide to the Human Resource Body of Knowledge™ HRBoK™ The study guide breaks down the critical HR topics that you need to understand as you prepare for the exams PHR SPHR Professional in Human Resources Certification Study Guide Fifth Edition is the ideal resource for HR professionals seeking to validate their skills and knowledge acquired through years of practical experience as well as for a relative newcomer to the HR field looking to strengthen their resume In this edition of the top selling PHR SPHR study guide you ll find a practical review of all topics covered on the exams as well as study tools designed to reinforce understanding of key functional areas Strengthen the skills you learn with a year of FREE access to the Sybex online learning environment complete with flash cards and practice quizzes to prepare you for exam day Business Management and Strategy Workforce Planning and Employment Compensation and Benefits Human Resource Development and more If you re preparing for these challenging exams this is the trusted study guide that ll help you perform your best **PHR / SPHR Professional in Human Resources Certification Study Guide** Sandra M. Reed, Anne M. Bogardus, 2012-04-18 NOTE The exam this book covered PHR SPHR Professional in Human Resources Certification Fourth Edition was retired SYBEX in 2018 and is no longer offered

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many directors check their good judgment at the boardroom door He advises individuals who desire agreement and demand adulation to stay off boards he insists on commitment and institutional tension with the executive director He warns prospective directors that some organizations want in addition to time and judgment either your money or your ability to raise money To my delight he extols the virtues of some level of expenditures for qualified lawyers and accountants Please join me in adding this most helpful handbook to your nonprofit library Bruce R Hopkins Attorney at Law author of *The Law of Tax Exempt Organizations* Eighth Edition and *Starting and Managing a Nonprofit Organization A Legal Guide* Fourth Edition

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