

LEGAL ISSUES IN EMPLOYEE SELECTION

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Regulation 10(1) of the Anti-Sexual Harassment Act (1997)

It is the primary duty of the employer to take all reasonable steps to prevent sexual harassment in the workplace. Sexual harassment is prohibited by the employer's policies. The employer must take steps to ensure that the workplace is free of sexual harassment. The employer must also ensure that the workplace is a safe and healthy environment for all employees.

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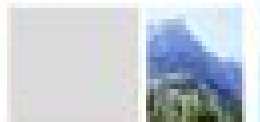


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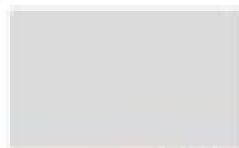


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Article 3



Article 4



Employee Selection A Legal Perspective

Laura Koppes Bryan



Employee Selection A Legal Perspective:

Employee Selection Loren K. Allison,1996 *Employee Selection* Handbook of Employee Selection James L. Farr,Nancy T. Tippins,2013-09-13 The Handbook of Employee Selection summarizes the state of science and practice in the field of employee selection Chapters in this book cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Ethical and legal concerns are dealt with in another set of chapters and highlight the concerns of the employer as well as the test taker and the psychologist responsible for the testing program Final sections of the book include chapters that focus on testing for certain types of jobs e g blue collar jobs supervisory jobs and describe important milestones in the development of selection programs The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention Harold W. Goldstein,Elaine D. Pulakos,Jonathan Passmore,Carla Semedo,2020-04-06 An unmatched collection of resources perfect for psychologists scholars and HR practitioners In The Wiley Blackwell Handbook of the Psychology of Recruitment Selection and Employee Retention an expert team of authors presents a comprehensive and authoritative perspective on critical issues in employee recruitment selection and retention Every chapter offers an in depth review of the most recent literature and provides academics researchers industry practitioners and students with a holistic reference to relevant data and theory The book includes job analyses biodata simulation exercises talent management guides talent assessment guides for leadership development and online employee selection strategies *Personnel Literature* United States. Office of Personnel Management. Library,1986 The SAGE Handbook of Industrial, Work & Organizational Psychology, 3v Deniz S Ones,Neil Anderson,Chockalingam Viswesvaran,Handan Kepir Sinangil,2017-12-14 The second edition of this best selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories techniques and methods used by industrial work and organizational psychologists Building on the strengths of the first edition key additions to this edition include in depth historical chapter overviews of professional contexts across the globe along with new chapters on strategic human resource management corporate social responsibility diversity stress emotions and mindfulness in the workplace environmental sustainability at work aging workforces among many others Providing a truly global approach and authoritative overview this three volume Handbook is an indispensable resource and essential reading for professionals researchers and students in the field Volume One Personnel Psychology and Employee Performance Volume Two Organizational Psychology Volume Three Managerial Psychology and Organizational Approaches EEO Law and Personnel Practices Arthur Gutman,Laura L. Koppes,Stephen J. Vodanovich,2011 First Published in 2011 Routledge is an imprint of Taylor Francis an informa company Historical Perspectives in Industrial and Organizational Psychology Laura

Koppes Bryan, 2020-12-29 *Historical Perspectives in Industrial and Organizational Psychology Second Edition* updates the first edition with the latest creative and scholarly views of I O psychology to provide a complete up to date understanding of this discipline s history within a contemporary context This new edition includes updated chapters from the first edition as well as three completely new chapters a history of LGBTQ employees workplace experiences the evolution of worker well being and work life issues and a reflection on the importance of context when studying workplaces and whether or not the science and practice of I O psychology is prepared for the future *Historical Perspectives in Industrial and Organizational Psychology Second Edition* compiles chapters written from the historical perspectives of I O psychologists historians and other experts in their fields all of whom use historical analyses as the method of inquiry rather than provide summarized overviews of the topics Chapter authors rely on archival materials primary and secondary sources as well as interviews with luminaries and experts *Historical Perspectives in Industrial and Organizational Psychology Second Edition* is essential reading for contemporary and aspiring scholars of I O psychology and related fields such as history of psychology human resource management organizational behavior and public administration Both scientists and practitioners will benefit from reading this text [California Employment Law \(2nd Ed.\)](#) Douglas J. Farmer, Attorney, 2017-05-01 The most comprehensive and easy to read reference on the market today Now used by thousands of human resources executives in house counsel business owners and employment lawyers across the United States this comprehensive guide addresses the latest legal rules and best practices to avoid liability in the California workplace Comes complete with the latest California forms checklists and compliance tools For recent changes to the law go to www.EmploymentLawPublishers.com for free legal updates between editions with your purchase [The SAGE Encyclopedia of Industrial and Organizational Psychology](#) Steven G. Rogelberg, 2016-09-27 The well received first edition of the *Encyclopedia of Industrial and Organizational Psychology* 2007 2 vols established itself in the academic library market as a landmark reference that presents a thorough overview of this cross disciplinary field for students researchers and professionals in the areas of psychology business management and human resources Nearly ten years later SAGE presents a thorough revision that both updates current entries and expands the overall coverage adding approximately 200 new articles expanding from two volumes to four Examining key themes and topics from within this dynamic and expanding field of psychology this work offers a truly cross cultural and global perspective **Women, Work, and Health: Challenges to Corporate Policy** D.C. Walsh, R.H. Egdahl, 2012-12-06
Employment Discrimination Litigation Frank J. Landy, 2005-01-21 This practical resource includes perspectives from the point of view of both plaintiff and defendant for cases involving questions of race gender disability and age In addition it offers an overview of the process by which complaints are filed the statutes under which they are filed and the authority represented by various case law *Employment Discrimination Litigation* will illuminate myriad issues such as Daubert motions class certification issues the setting of cut scores that will withstand challenge common statistical analyses of adverse impact

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The Wiley Blackwell Handbook of the Psychology of the Internet at Work Guido Hertel, Dianna L. Stone, Richard D. Johnson, 2017-08-29 This authoritative Wiley Blackwell Handbook in Organizational Psychology focuses on individual and organizational applications of Internet enabled technologies within the workplace The editors have drawn on their collective experience in collating thematically structured material from leading writers based in the US Europe and Asia Pacific Coinciding with the growing international interest in the application of psychology to organizations the work offers a unique depth of analysis from an explicitly psychological perspective Each chapter includes a detailed literature review that offers academics researchers scientist practitioners and students an invaluable frame of reference Coverage is built around competencies set forth by regulatory agencies including the APA and BPS and includes E Recruiting E Leadership and E Learning virtual teams cyberloafing ergonomics of human computer interaction at work permanent accessibility and work life balance and trust in online environments

Practitioner's Guide to Legal Issues in Organizations Chester Hanvey, Kayo Sady, 2015-05-26 This highly useful reference outlines best practices in key areas of human resources that are not only fair and equitable but that can withstand legal scrutiny Industrial organizational experts apply their empirical knowledge and practical experience to aspects of HR that are commonly litigated including broad and specific topics in testing of potential employees disability issues compensation and pay equity and work hours The book is written to be accessible to readers currently in HR related graduate level training as well as HR practitioners with or without background in industrial organizational psychology And to add to its utility chapters feature practical strategies for addressing each of the legal issues presented Among the topics covered Measuring adverse impact in employee selection decisions Using background checks in the employee selection process Disabilities best practices for vulnerabilities associated with the ADA Physical abilities testing Wage and hour litigation Clinical psychological testing for employee selection Conducting compensation equity analyses Practitioner's Guide to Legal Issues in Organizations brings clear up to date information to graduate students studying human resources management industrial organizational psychology who are interested in legal issues as well as applied HR practitioners such as industrial organizational psychologists human resources generalists management and labor economists

Next Generation Technology-Enhanced Assessment John C. Scott, Dave Bartram, Douglas H. Reynolds, 2017-12-28 The use of technology for workplace and occupational testing blossomed in the early years of this century This book offers a demonstration that the first generation of these technologies have now been implemented long enough to observe the patterns and issues that emerge when these approaches evolve through technical

advancement and successive application A new set of issues and opportunities has emerged and the next generation of these applications is now coming of age This book reflects on the last few decades of this evolutionary process from a vantage point of global experience across a wide range of workplace applications including employment selection development and occupational certification The themes and issues that arise as this broad treatment unfolds provide an essential foundation for students researchers and professionals who are involved with the assessment of human capability and potential in organizational and workplace contexts Encyclopedia of Industrial and Organizational Psychology Steven G.

Rogelberg,2007 Publisher description *Strategic Human Resource Management* Kenneth A. Kovach,1996 Written from a strategic perspective this book addresses some of the most pressing problems facing human resource managers today There is a section of cases that requires the reader to apply human resource knowledge and principles to practical situations

Handbook of Personality at Work Neil Christiansen,Robert Tett,2013-07-18 Personality has emerged as a key factor when trying to understand why people think feel and behave the way they do at work Recent research has linked personality to important aspects of work such as job performance employee attitudes leadership teamwork stress and turnover This handbook brings together into a single volume the diverse areas of work psychology where personality constructs have been applied and investigated providing expert review and analysis based on the latest advances in the field **Critical Legal**

Perspectives on Global Governance Gráinne de Búrca,Claire Kilpatrick,Joanne Scott,2014-07-18 This book of essays written in honour of Professor David Trubek explores many of the themes which he has himself written about most notably the emergence of a global critical discourse on law and its application to global governance As law becomes ever more implicated in global governance and as processes related to and driven by globalisation transform legal systems at all levels it is important that critical traditions in law adapt to the changing legal order and prob l matique The book brings together critical scholars from the EU and North and South America to explore the forms of law that are emerging in the global governance context the processes and legal roles that have developed and the critical discourses that have been formed By looking at critical appraisals of law at the global regional and national level the links among them and the normative implications of critical discourses the book aims to show the complexity of law in today s world and demonstrate the value of critical legal thought for our understanding of issues of contemporary governance and regulation Scholars from many countries contribute critical studies of global and regional institutions explore the governance of labour and development policy in depth and discuss the changing role of lawyers in global regulatory space **Employment Discrimination**

Stephen J. Vodanovich,2022 The U S civil court system consists of three levels 1 District Courts Trial Courts 2 Circuit Courts of Appeal appellate courts and 3 the Supreme Court see Figure 1 1 The United States has a total of 94 districts representing distinct geographic regions see Table 1 1 The number of districts varies by state For instance some states have only one district e g Arizona Colorado Delaware while others have multiple districts such as California Florida and Michigan e g

Southern District of California Central District of California **Historical Perspectives in Industrial and Organizational Psychology** Laura L. Koppes, 2014-02-04 This unique book is the first to contain a comprehensive history of industrial and organizational psychology covering numerous topics in the discipline The history presented offers various perspectives including the contributions of individuals organizations and contextual or situational forces as well as an international viewpoint The authors all highly regarded experts in their respective topics use a range of approaches to examine history demonstrating to readers that there are multiple ways to understand history This volume will be of interest to industrial and organizational psychologists business and management academics and professionals historians of psychology business science and science and technology undergraduate and graduate students

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