

Employment Relation / HR Manual Guideline

By Shahmeen Ashraf

What is Employment Relation / HR Manual?

A written Manual or a handbook outline principles or rules that members of an organization must follow. Each policy addresses an issue important to the organization's mission or operations. A procedure tells members of the organization how to carry out or implement a policy.

What Is The Purpose of Your Manual?

1. Communication Resource
2. Company mission, values, policies, procedures and benefits
3. Limits Legal Liability Protects against discrimination and unfair treatment claims Explains applicable laws.
4. Administrative Time Saver
5. Helps orient new employees
6. Answers questions that arise during employment

Why are policies so important in writing?

Communicate values and expectations for how things are done at your organization Keep the organization in compliance with legislation and provide protection against employment claims

One Size does not Fit All Determine the purpose of your company's ER manual. Some companies prepare one manual for the entire

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**United States. National Labor
Relations Board**



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Labor Relations Reference Manual ,1997 **Assembling Work** Tony Elger,Chris Smith,2005-04-07 Ultimately the authors show how arguments about the role of overseas branch plants in the dissemination of management practices must take more careful account of the varied ways in which such factories are implicated in wider corporate strategies The operations of international firms are embedded within intractable features of capitalist employment relations especially as they are re made in specific local and national settings *Resources in Education* ,1998-10 **Employee Relations International** ,1997 **Annual Report of the National Labor Relations Board for the Fiscal Year Ended** United States. National Labor Relations Board,1997 **Assembly Journal** Wisconsin. Legislature. Assembly,1875 *Digest and Decisions of the Employees' Compensation Appeals Board* United States. Employees' Compensation Appeals Board,1993 *Journal of the Assembly of Wisconsin* Wisconsin. Legislature. Assembly,1875 *Decisions of the Employees' Compensation Appeals Board* United States. Employees' Compensation Appeals Board,1993 **Decisions and Orders of the National Labor Relations Board** United States. National Labor Relations Board,1991 **LABOR RELATIONS REFERENCE MANUAL. THE LAW OF LABOR RELATIONS INCLUDING COURT OPINIONS, AND DECISIONS OF THE NATIONAL LABOR RELATIONS BOARD. VOLUME 102.** ,1980 *Catalog of Copyright Entries. Third Series* Library of Congress. Copyright Office,1955 *Monthly Labor Review* ,1997-08 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews **The Minority Report of the Royal Commission on Labour, 1891-4** Great Britain. Royal Commission on Labour,1894 **Research in Education** ,1972 *The Human Resource Problem-solver's Handbook* Joseph D. Levesque,1992 **The Political Debates Between Abraham Lincoln and Stephen A. Douglas in the Senatorial Campaign of 1858 in Illinois** Abraham Lincoln,Stephen Arnold Douglas,1912 **Journal of Proceedings of the Session of the Wisconsin Legislature** Wisconsin. Legislature. Assembly,1876 **West's Federal Supplement** ,1999 Cases decided in the United States district courts United States Court of International Trade and rulings of the Judicial Panel on Multidistrict Litigation **Abraham dans le Coran** Youakim Moubarac,1987

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