

Springer

1st
edition

2015, XVI, 325 p. 11 illus.

Printed book

Hardcover

Printed book

Hardcover

ISBN 978-3-319-11142-1

\$ 149,99

Available

Discount group

Professional Books (2)

Product category

Professional book

Other renditions

Softcover

ISBN 978-3-319-34913-8

Softcover

ISBN 978-3-319-11144-5

Psychology : Industrial and Organizational Psychology

Hanvey, Chester, Sady, Kayo (Eds.)

Practitioner's Guide to Legal Issues in Organizations

- Provides practical and specific guidance that can be used in both an academic setting and as a playbook for dealing with real organizational issues
- Written for both the I/O practitioner audience and for the broader audience interested in employment litigation issues
- Each chapter focuses on a specific legal issue

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.

[Order online at springer.com/booksellers](http://springer.com/booksellers)**Springer Nature Customer Service Center LLC**

233 Spring Street

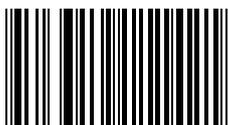
New York, NY 10013

USA

T: +1-800-SPRINGER NATURE

(777-4643) or 212-460-1500

customerservice@springernature.com



ISBN 978-3-319-11142-1 / BIC: JMJ / SPRINGER NATURE: SCY20030

Prices and other details are subject to change without notice. All errors and omissions excepted. Americas: Tax will be added where applicable. Canadian residents please add PST, QST or GST. Please add \$5.00 for shipping one book and \$ 1.00 for each additional book. Outside the US and Canada add \$ 10.00 for first book, \$5.00 for each additional book. If an order cannot be fulfilled within 90 days, payment will be refunded upon request. Prices are payable in US currency or its equivalent.

Part of **SPRINGER NATURE**