1. Record Nr. UNINA9910817357403321 Autore Fleischer Charles H **Titolo** HR for small business: from hiring and firing and everything inbetween / / Charles H. Fleischer Pubbl/distr/stampa Naperville, III., : Sphinx Pub., c2005 1-4237-2311-2 **ISBN** Edizione [1st ed.] Descrizione fisica 1 online resource (346 p.) 658.3 Disciplina Soggetti Personnel management Small business - Personnel management Labor laws and legislation Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Includes index. Front Cover -- Title Page -- Copyright -- Acknowledgment --Nota di contenuto Contents -- Introduction -- Chapter 1: The Employment Relationship -- Employees, Independent Contractors, and Agents -- Statutory Employees and Nonemployees -- The Employment At-Will Doctrine --Employment Contracts -- Arbitration Agreements -- Business Owners' Employment Status -- Chapter 2: The Hiring Process -- Steps in the Hiring Process -- New Employee Regulations -- Employee Handbooks -- Personnel Files -- Chapter 3 -- Evaluating Performance -- Good Reasons for Evaluation -- Legal Considerations -- Disciplinary Actions -- Chapter 4: Termination -- Exit Interviews -- Termination for Cause -- Constructive Discharge -- Retaliation -- Whistleblower Regulations -- Abusive Discharge -- Defamation Liability -- Intentional Infliction of Emotional Distress Liability -- Corporate Ethics and the Sarbanes-Oxley Act -- Employee Due Process -- Downsizing and Mass Layoffs --Chapter 5: Wage-and-Hour Requirements -- Minimum Wages --Overtime -- Alternatives to Overtime -- Exemptions from Overtime Requirements -- Settling FLSA Wage Disputes -- Other Wage Regulations -- Child Labor -- Priority of Wages and Benefits in

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