

Employee Relations Handbook

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This comprehensive Employee Relations Handbook serves as a vital guide for fostering a positive and productive workplace environment, outlining essential HR policies, conflict resolution strategies, and best practices for managing employee interactions. It's designed to promote fair treatment, effective communication, and ensure a harmonious relationship between staff and management.

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Employee Relations Handbook

Employee Relations: an Introduction with 5 Best Practices [2024] - Employee Relations: an Introduction with 5 Best Practices [2024] by AIHR - Academy to Innovate HR 4,481 views 4 months ago 8 minutes, 43 seconds - How can **employee relations**, help your organization navigate the changing world of work? Developing **employee relations**, skills ...

HR Basics: Employee Relations - HR Basics: Employee Relations by GreggU 164,547 views 6 years ago 8 minutes, 21 seconds - HR Basics is a series of short lessons, designed to highlight what you need to know about a particular human resource ...

ORGANIZATIONAL CULTURE

EMPLOYEE ENGAGEMENT

CONFLICT RESOLUTION

WORKPLACE INVESTIGATIONS

EMPLOYEE DISCIPLINE

Employer Employee Relations - Employer Employee Relations by tutor2u 36,957 views 4 years ago 6 minutes - The **relationship**, between employer and **employee**, as part of human resource management is outlined in this revision video.

Intro

Legal Requirement For Employers to consult with Employees

What is Employee Representation?

Reasons for Formal Employee Representation

Benefits and Drawbacks of Employee Representation

Works Councils

Typical Agenda for a Works Council

Role of Trade Unions

Advantages for an Employer of a Good Relationship with Trade Union

Employee Relations in a Nutshell [2023] - Employee Relations in a Nutshell [2023] by AIHR -

Academy to Innovate HR 5,935 views 1 year ago 3 minutes, 28 seconds - How do you manage and improve **employee relations**,? Great **employee relations**, don't just happen overnight, but you can ...

Intro

What is employee relations

6 best practices to manage employee relations

Outro

Employee Handbooks The Key to a Good Employee Relations - Employee Handbooks The Key to a Good Employee Relations by Stephen Koppekin 2 views 7 years ago 2 minutes, 1 second - Reviewing your **handbook**, should be an annual process. Are you an employer who may need help reviewing your own policies?

NON-DISCLOSURE AGREEMENTS (NDAS) AND CONFLICT OF INTEREST STATEMENTS

ANTI- DISCRIMINATION POLICIES

COMPENSATION

WORK SCHEDULES

STANDARDS OF CONDUCT

SAFETY AND SECURITY

COMPUTERS AND TECHNOLOGY

EMPLOYEE BENEFITS

LEAVE POLICIES

Employee Handbooks - Employee Handbooks by GreggU 4,585 views 5 years ago 3 minutes, 15 seconds - Employee handbooks, are an important tool for communicating information about workplace culture, benefits, attendance, pay ...

HUMAN RESOURCE MANAGEMENT CONCEPTS

COMMON LANGUAGE

ELIMINATE CONTROVERSIAL PHRASES

KEEP THE HANDBOOK CURRENT

ELECTRONIC

IMPLIED CONTRACT

What is Employee Relations? - What is Employee Relations? by GreggU 40,063 views 5 years ago 1 minute, 4 seconds - Employee relations, involves managing the relationship of employees with the organization and with each other. It's about ...

Introduction

Employee Relations

Workplace Investigations

Developing Good Employee Relations - Developing Good Employee Relations by Videotile Learning Ltd 8,286 views 5 years ago 2 minutes, 16 seconds - Effective businesses encourage the development of positive relationships between managers and **employees**,, as well as amongst ...

Introduction

Course Outline

Course Content

Employee Handbook Guide - Employee Handbook Guide by HR360Inc 53,168 views 9 years ago 3 minutes, 25 seconds - Video Highlights: 0:04 Today we are going to discuss one of the most important communication tools between a company and its ...

Today we are going to discuss one of the most important communication tools between a company and its employees, the employee handbook.

A well-written handbook sets forth your expectations for your employees, and describes what they can expect from your company in return.

While the policies outlined in your handbook will reflect your company's own unique culture, it is important to consider federal, state and local laws and regulations that may affect your business when drafting your employee handbook.

Your handbook should first serve as a welcome to employees.

Set the tone for your work environment with a mission statement or a sincere note from your President or CEO...this will introduce your company and provide the employee with a sense of your corporate culture.

The employee handbook is also the vehicle for documenting your company's anti-discrimination and harassment policies; your compensation, benefits, and leave policies; your work schedule and telecommuting policies; your standards of conduct; and employee discipline policies.

Finally, if your employees are to be employed 'at-will,' you should clearly state that fact and include

a conspicuous disclaimer in the front of the book that specifically states that the handbook is not an employment contract and should not be construed as a contract.

You will also want to include in the handbook a written acknowledgement by the employee that he or she has received and read the handbook, to be signed and placed in the employee's personnel file. Remember that your employee handbook is the single most important internal document for laying out the policies of your company to each and every one of your employees.

How To Manage Difficult Employees In The Workplace Without Resentment - How To Manage Difficult Employees In The Workplace Without Resentment by Rene Godefroy 551,760 views 4 years ago 9 minutes, 7 seconds - Ever wonder how to manage difficult **employees**, in the workplace without creating any animosity, hard feelings, or hostility? In this ...

NASTY ATTITUDE

SHARE

PRAISE

If Only It Were That Simple (Office Humor) - If Only It Were That Simple (Office Humor) by Working Solutions 635,096 views 14 years ago 1 minute, 43 seconds - Don't you wish you could get things done in your office this easily? Here's a funny commercial for one of the most powerful hosted ...

How to Handle Difficult Conversations & Investigations in HR - How to Handle Difficult Conversations & Investigations in HR by HRGirl411 16,618 views 2 years ago 17 minutes - This video is inspired by one of my viewers who asked about my approach to hard conversations and investigations. In HR you ...

Setting and Timing

Difficult Conversations

Support and Guidance

Tips for a Successful Employee Disciplinary Meeting - Tips for a Successful Employee Disciplinary Meeting by Venn Law Group 12,791 views 2 years ago 3 minutes, 12 seconds - Do you know how to hold a successful **employee**, disciplinary meeting? Many business owners struggle with disciplinary meetings ...

Making Grievances in the Workplace-What You Should Know - Making Grievances in the Workplace-What You Should Know by Terry Gorry Solicitor 27,927 views 4 years ago 5 minutes, 4 seconds - Making Grievances in the Workplace. Video looks at the grievance procedure in the workplace and gives a couple of important ...

A Banker's Career Advice for Young Adults - A Banker's Career Advice for Young Adults by Sprouht 5,084,789 views 9 months ago 59 seconds – play Short - A Banker's Career Advice for Young Adults #shorts Shop our 365 Day Self-Guided Journals: <https://bit.ly/sprouht365dayjournal> ...

How to start changing an unhealthy work environment | Glenn D. Rolfsen | TEDxOslo - How to start changing an unhealthy work environment | Glenn D. Rolfsen | TEDxOslo by TEDx Talks 1,668,698 views 7 years ago 8 minutes, 32 seconds - Do you think backbiting is happening at your workplace or place of study? Glenn Rolfsen's talk is about what contributes to a toxic ...

How to Prove Retaliation at Work - How to Prove Retaliation at Work by Branigan Robertson 183,898 views 4 years ago 13 minutes, 34 seconds - Please subscribe to Branigan's channel! Branigan Robertson is an **employment**, lawyer in Orange County, California. His firm ...

Activities That Are Protected

How Do You Go about Proving Retaliation

Stop the Retaliation from Continuing

A Good Written Complaint Will Dramatically Help Your Lawyer Prove Your Case

It Will Demonstrate to the Company That You're Willing To Fight for Yourself

The Sequence of Events

We Want To Know How the Company Has Treated Other Employees

Proving Your Job Performance in the Discipline History

Discovery Tools

Complain to Human Resources (the right way) - Complain to Human Resources (the right way) by Branigan Robertson 286,983 views 3 years ago 17 minutes - This video is how to complain to human resources the correct way. This is the second video the series.

Introduction on How to Complain to HR Correctly

Let's Get on the Same Page

Big Picture

When Should Someone Complain to HR?

How to Complain Properly to HR

What Should You Expect to Happen After You Complain to HR?

THINKING ABOUT EMPLOYEE RELATIONS? WATCH THIS FIRST | salary, duties, education, & more! - THINKING ABOUT EMPLOYEE RELATIONS? WATCH THIS FIRST | salary, duties, education, & more! by Carmen GilFraguada 10,617 views 3 years ago 9 minutes, 11 seconds - HR SERIES 3: THINKING ABOUT **EMPLOYEE RELATIONS**,? WATCH THIS FIRST | salary, duties, education, & more! Hi guys!

What are the main job duties?

Provides Training on Performance Management

Create Training Programs

What Are the Education Requirements?

Salary Expectations

M-F Schedule

What is Employee Relations? - What is Employee Relations? by GreggU 45,162 views 8 years ago 2 minutes, 22 seconds - The **Employee Relations**, Discipline concerns the relationship of employees with the organization and with each other. It includes ...

Employee Relations - Employee Relations by GreggU 11,178 views 5 years ago 20 minutes - Ideally, organizations are comprised of **employees**, who have the ability to keep the company successfully moving forward.

Intro

EFFORT

UNDERSTANDING MOTIVATION

NEED THEORY

HIERARCHY OF NEEDS

TWO-FACTOR THEORY

HYGIENE FACTORS

EQUITY THEORY

INPUTS AND OUTCOMES

EXPECTANCY THEORY

BEHAVIOR-OUTCOME RELATIONSHIPS

PSYCHOLOGICAL CONTRACTS

DISSATISFACTION

IMPROVE EMPLOYEE MORALE

DECREASE MORALE

PROBLEMS

ORGANIZATIONAL COMMITMENT

JOB SATISFACTION

ENHANCE ENGAGEMENT

DISENGAGED EMPLOYEES

IMPROVE LOYALTY

ORGANIZATIONAL CITIZENSHIP

TOTAL ABSENTEEISM

TURNOVER FACTORS

TYPES OF

GOOD AND BAD

WHY EMPLOYEES QUIT

TURNOVER RATE

ORGANIZATIONAL AND MANAGEMENT FACTORS

EMPLOYEE-SUPERVISOR RELATIONSHIPS

JOB SECURITY AND WORK-LIFE BALANCE

TANGIBLE REWARDS

CAREER TRAINING AND DEVELOPMENT

EMPLOYER POLICIES AND PRACTICES

RETENTION ASSESSMENT AND METRICS

EMPLOYEE SURVEYS

EXIT INTERVIEWS

How to Create an Employee Handbook that is actually USEFUL! - How to Create an Employee Handbook that is actually USEFUL! by Carrie Luxem 8,633 views 1 year ago 5 minutes, 1 second - Most **employee handbooks**, serve as a resource of your company's policies and procedures. They are often boring and difficult to ...

Intro Summary

Overview

Organization

Employee Handbook

Playbook

How to Organize

Employee Relations Scenario 1 - Employee Relations Scenario 1 by iLIFT Videos 5,953 views 2 years ago 43 seconds

3 Tips for Near Perfect Employee Handbooks - 3 Tips for Near Perfect Employee Handbooks by Employee Relations Words of Wisdom 25 views 3 years ago 3 minutes, 23 seconds - A perfect **employee handbook**, is very rare if not non-existent. There are ways to make your **employee handbook**, near perfect.

Why Most Employee Handbooks Are So Bad—and How You Can Change Yours for the Better - Why Most Employee Handbooks Are So Bad—and How You Can Change Yours for the Better by HR Party of One 11,964 views 3 years ago 9 minutes, 21 seconds - Most organizations get their **employee handbooks**, totally wrong. They're often filled with outdated compliance regulations and are ...

STRUCTURE & NORMS

COMPENSATION & BENEFITS

TECHNOLOGY

HOW TO DEPART FROM THE ORGANIZATION

How HR Cheats Employees - How HR Cheats Employees by Branigan Robertson 3,475,623 views 1 year ago 13 minutes, 49 seconds - This legal video is about how Human Resources cheats their **employees**, out of rights, money, and jobs. You need to be aware of ...

Introduction to HR Tricks

Trick 1 - Open Door Policy

Trick 2 - Workplace Investigations

Trick 3 - HR Reps Lie All The Time

Branigan's Contact Information

Trick 4 - Arbitration

Conclusion, Contact Information, & Disclaimer

HR Basics: Employee Relations 2e - HR Basics: Employee Relations 2e by GreggU 15,279 views 5 years ago 11 minutes, 51 seconds - HR Basics is a series of short courses, designed to highlight what you need to know about a particular human resource ...

CULTURE

BEHAVIORS

MISSION STATEMENT

GALLUP'S EMPLOYEE ENGAGEMENT INDEX

HAPPINESS

CONFLICT MODES

CONFLICT MANAGEMENT PROGRAMS

EXPECTATIONS

POLICY

BENEFITS OF DOCUMENTATION

What it's like being an Employee Relations Specialist or Manager // Pros & Cons - What it's like being an Employee Relations Specialist or Manager // Pros & Cons by Heyyy HR! by Timeka Green 9,056 views 1 year ago 19 minutes - Employee Relations, Specialist and **Employee Relations**, Manager are two popular Human Resources positions that seem to be ...

Intro

Employee Relations Duty

Pros Cons

Pros

How to Build Better Employer-Employee Relations - How to Build Better Employer-Employee Relations by The Harvest Group 1,748 views 10 years ago 1 minute, 57 seconds - Learn More at <http://harvestlandscapeconsulting.com> First, let's understand the purpose of having a thoughtfully written **employee**, ...

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