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Access a comprehensive Pennsylvania Human Resources Manual and HR Compliance Library to ensure your business adheres to all state and federal regulations. This valuable resource provides guidance on Pennsylvania employment law, best practices, and essential HR policies, helping you manage your workforce effectively and minimize legal risks. Stay compliant with the ever-changing HR landscape in Pennsylvania with this essential guide.

Every lecture note is organized for easy navigation and quick reference.

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Pennsylvania Human Resources Manual Hr Compliance Library

Human Resources Compliance - Best Practices & Procedures - Human Resources Compliance - Best Practices & Procedures by Naviant 17,197 views 8 years ago 27 minutes - Managing talent and employee lifecycles can be challenging, but **HR compliance**, is often the area that keeps **HR**, professionals up ...

Intro

Introductions

Agenda

Disaster Recovery

Audit Preparedness

1-9 Audits on the Rise

1-9 Compliance

Security

Support Policies & Procedures with OnBase

Employee Lifecycle Solutions

Digitize Employee Files

Backfile Conversion

Final Thoughts & Advice

Thank You!

HR 101: Compliance Essentials in Human Resources (Sample Class) - HR 101: Compliance Essentials in Human Resources (Sample Class) by Lori Kleiman HR Topics 492 views 4 years ago 8 minutes, 54 seconds - At **HR**, Topics, our goal is to provide you the best information, resources, tips, and tools to drive better results in **human resources**, ...

Details of the 1-9 Form

#ME TOO

Arbitration and Class Action lawsuits

Creating and Maintaining Relevant Policies

What is HR Compliance? - What is HR Compliance? by Scytale 3,601 views 8 months ago 1 minute, 7 seconds - HR compliance, involves ensuring that a company adheres to relevant labor laws and regulations governing various aspects of ...

Intro

What is HR Compliance?

What is an HR Compliance Checklist?

Compliance Risk Assessment

HR Compliance Training

The Goal of HR Compliance

"Don't Trust HR" - Things Employees and Employers Need to Know #hr #investigation #complaint #fyi

- "Don't Trust HR" - Things Employees and Employers Need to Know #hr #investigation #complaint #fyi by Manager Method 6,396 views 1 year ago 1 minute – play Short - Pretty much every video I post I get comments of **HR**, is not your friend and I agree but that's not their job and that's for another ...

What is HR Compliance - What is HR Compliance by HR Lab Los Angeles 8,408 views 2 years ago 1 minute, 11 seconds - Compliance, is a crucial component of your business. Being compliant allows you to sleep better at night because you know you ...

Human Resources Compliance 2022 - Human Resources Compliance 2022 by McKonly & Asbury 2,643 views 2 years ago 1 hour - While 2021 is behind us, the lasting and ongoing effects of the pandemic on workplace safety, hiring, employee productivity, and ...

Housekeeping Items

Loss of Exemption

General Duty Clause Right To Maintain a Safe Environment

Restrictive Covenants

Purposes of Non-Competition Agreements

Length of Restrictions

States That Prohibit Non-Competes in Nevada

Non-Competition Agreements

Non-Solicitation Agreements

Confidentiality Agreements

The Pennsylvania Uniform Trade Secrets Act

Trade Secrets Act

Injunctive Relief

Litigating Non-Competes

Cost of Litigation

Avoiding Problems

Prohibiting Employees from Working off the Clock

Working off the Clock

Work Environment Obligation

Frontline Supervisors

Remote Work Equipment

Softer Challenges

Security Issues

Performance and Activity Monitoring Software

What Your Boss Can TRACK About YOU with Microsoft Teams - What Your Boss Can TRACK About YOU with Microsoft Teams by Leila Gharani 6,588,393 views 3 years ago 6 minutes, 23 seconds - Ever wondered what your boss can track about your work on Microsoft Teams? This video reveals all the details! Ideal for remote ...

Intro - What Teams can Track about Your Hours

Teams Admin Center

Teams Analytics & Reports - Apps Usage

Teams Usage

Teams User Activity

Microsoft 365 Admin Center Productivity Report

Microsoft Apps Usage Reports

Assign Objectives instead of tracking time

How to Correctly Complain HR - How to Correctly Complain HR by Amber K. Boyd Attorney at Law 8,783 views 3 years ago 13 minutes, 13 seconds - //F O L L O W Website: www.amberboydlaw.com Instagram: @Akblaw Facebook: @Akblaw LinkedIn: ...

How To Manage Difficult Employees In The Workplace Without Resentment - How To Manage Difficult Employees In The Workplace Without Resentment by Rene Godefroy 551,941 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

When YOUR BOSS does THIS, WALK AWAY - Jordan Peterson - When YOUR BOSS does THIS, WALK AWAY - Jordan Peterson by Chaos & Order 633,465 views 1 year ago 8 minutes, 38 seconds - It's safe to assume that more than half of the **human**, population are enduring a job that they don't want to be a part of at all.

How to Document Bad Behavior at Work - Pt. 1 - How to Document Bad Behavior at Work - Pt. 1 by Branigan Robertson 97,514 views 2 years ago 25 minutes - This video is about how to document bad or illegal behavior at work. Mr. Robertson explains how to take proper notes at work so ...

Introduction

Overview

Big Picture

When Should You Take Notes?

What Should You Put in Your Notes? The 5 W's

How Your Notes Will be Used

How Should You Take Notes? Three Strategies

Notes for Your Lawyer are Privileged

Conclusion

A Day in the Life of a Human Resources Business Partner - HRBP (relevant to any Business Partner) -

A Day in the Life of a Human Resources Business Partner - HRBP (relevant to any Business Partner) by Sanja Williams 64,151 views 2 years ago 15 minutes - Hi all I have created this video to introduce you to an **HR**, Business Partner Role. This is for any aspiring business partner not just ...

Intro

Purpose of the HR Business Partner role

Working Day

Lunch time - let's have a coffee and eat

After Lunch

How I prepare for meetings

At-Will Employment Explained by a Lawyer - At-Will Employment Explained by a Lawyer by Branigan Robertson 345,320 views 3 years ago 11 minutes, 16 seconds - This video explains what it means to be an at-will employee. Does being at will significantly hurt your ability to seek justice if ...

Introduction

Two Quick Orders of Business

The AtWill Doctrine

The Law

The Exceptions

When Can the Employer Fire You

Conclusion

Human Resources Sucks at Helping Humans - Human Resources Sucks at Helping Humans by Branigan Robertson 629,912 views 3 years ago 16 minutes - This video is about the five reasons employees need to be wary of complaining to **Human Resources**,. Video 2 ...

Introduction

Video Preview & Synopsis

Let's Get on the Same Page

Assumptions

1. HR is There to Protect the Company, Not You!

2. HR Will Not Keep Things Confidential

3. HR is Subservient to the Company's Owners

4. HR Does Not Know Employment Law

5. The Quality of HR Professionals Varies Dramatically

Conclusion

How to Complain at Work Properly - How to Complain at Work Properly by Branigan Robertson 236,364 views 5 years ago 9 minutes, 48 seconds - This video is about how to complain at work but protect yourself from retaliation. Below are links to the videos I mentioned. Hostile ...

Intro

HELPFUL & PROFESSIONAL

2. BE SPECIFIC

FOCUS ON ILLEGAL ACTIVITIES

SEND YOUR COMPLAINT TO

DON'T COMPLAIN ALL THE TIME

SEND A WRITTEN COMPLAINT

DO NOT SECRETLY RECORD YOUR VERBAL COMPLAINTS

Questions?

The Ugly Truth About HR - The Ugly Truth About HR by A Life After Layoff 150,845 views 2 years ago 21 minutes - The ugly truth about **HR**,. The truth about **HR**, is that **HR**, is not your friend. It's not designed to advocate for the employee and it ...

intro

HR is not your friend

Negativity toward HR

HRs primary purpose

HRs secondary purpose

HRs final purpose

You are a free agent

Think before you engage them

HR is always listening

Introducing HR 101: Compliance Essentials in Human Resources - Introducing HR 101: Compliance Essentials in Human Resources by Lori Kleiman HR Topics 77 views 4 years ago 1 minute, 13 seconds - At **HR**, Topics, our goal is to provide you the best information, resources, tips, and tools to drive better results in **human resources**, ...

How HR Cheats Employees - How HR Cheats Employees by Branigan Robertson 3,479,646 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

Core HR & Payroll: HR Document Library - Core HR & Payroll: HR Document Library by Paylocity 267 views 5 months ago 1 minute, 3 seconds - Paylocity's cloud-based document **library**,, included in our **HR**, and payroll solution, streamlines document uploading and ...

The Human Resource - The 5 Employee Files in HR - The Human Resource - The 5 Employee Files in HR by ICRC-TV 146 views 10 months ago 15 minutes - Everyone knows about the personnel file but did you know that there are reasons why certain paperwork should not be kept in the ...

The Role Your Human Resources Team Plays in Compliance - The Role Your Human Resources Team Plays in Compliance by Bython 847 views 5 years ago 2 minutes, 32 seconds - HR, THOUGHT FUNNEL The **Human Resources**, department of every company has a very important role in keeping their company ...

The HR Model: Compliance - The HR Model: Compliance by GreggU 5,335 views 4 years ago 2 minutes, 57 seconds - The activities of **compliance**, include **employment**, law, equal **employment**, opportunity, and **human resource policy**,. **Employment**, ...

Introduction

HR Policies

Outro

Complain to Human Resources (the right way) - Complain to Human Resources (the right way) by Branigan Robertson 287,259 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?

Conclusion

HR Compliance – What Is Required? - HR Compliance – What Is Required? by IIDM 735 views
5 years ago 2 minutes, 8 seconds - In this Video Seminar, Cheryl Disher discusses the topic of '**Compliance**,'. In a world that is ever changing and employers are ...

Essential Human Resources Administrator Skills 2023 - Essential Human Resources Administrator Skills 2023 by HR University 532 views 1 year ago 7 minutes, 11 seconds - __ As an **HR**, Administrator, you need strong communication skills, interpersonal and people skills. Strong communication skills ...

Intro

HR ADMINISTRATOR

COMMUNICATION SKILLS

CONFLICT

DECISION-MAKING

ORGANIZATIONAL SKILLS

COMPLIANCE LAWS

RECRUITING SKILLS

TECHNICAL SKILLS

HUMAN RESOURCES ADMINISTRATOR

Employee Handbook Creation Has Never Been Easier (or more compliant) #compliance #hr - Employee Handbook Creation Has Never Been Easier (or more compliant) #compliance #hr by ComplianceHR 11,474 views 3 months ago 19 seconds – play Short - PolicySmart™ is an intuitive handbook **compliance**, tool that provides employers with national and state specific templates, ...

HR Basics: Human Resource Policy - HR Basics: Human Resource Policy by GreggU 63,765 views
6 years ago 6 minutes, 54 seconds - HR, Basics is a series of short courses, designed to highlight what you need to know about a particular **human resource**, ...

Human resource policy, serve as guidelines and ...

Human resource policies state the intent of the organization and represent specific guidelines on various matters concerning employment.

POLICY DEVELOPMENT GOALS Your goal is to ensure policies are: 1. Clear and specific 2.

Compliant 3. Constant

PLAIN LANGUAGE: To be effective, employee handbooks must be well-structured, carefully drafted in plain language and reflective of your practices and culture. Develop your policy to be clear, concise and to-the-point.

FIND INSPIRATION: • You don't need to reinvent the wheel. • Gather and review samples • Professional associations and the internet • Help determine how to structure your manual

At the core of well designed **human resource policy**, is a ...

It's also important to have an experienced employment attorney review your final policies. Seek legal assistance, or assistance from local, state, or federal agencies to make certain your legal interpretation and decisions are correct for your organization.

Process for managing your **human resource policy**,: 1.

DISTRIBUTION: • Make sure employees receive policies • Establish a method for distribution • Make available electronically and in hard copy . Online ensure current policy is available

ACKNOWLEDGEMENT: Shows that you have made an effort to make sure that employees are informed of workplace policies and expectations. By signing employees affirm that you have communicated the policy and that they have the information that you wanted them to receive

COMMUNICATION: Reinforce messages with other forms of communication. Consider trainings, presentations and other forms of communication appropriate to your organization and employees.

RESPONSIBLE PARTY: Employers should establish a point person to be in charge of updating the employee handbook as necessary when employment laws or internal policies need to change.

Conduct a full review periodically.

Introduction to Human Resource Management - Introduction to Human Resource Management by GreggU 33,394 views 3 years ago 29 minutes - There is strong evidence that today's students want courses to be applied and have practical relevance. Organizations also want ...

Intro

CONCERNS

STRATEGIC
ORGANIZATIONS
REVENUE
PRODUCTIVITY
EFFECTIVENESS
EFFICIENCY
CHALLENGES
STRATEGY
SOCIAL MEDIA
TECHNICAL
INTERPERSONAL SKILLS
CONCEPTUAL AND DESIGN SKILLS
LEGAL CONSIDERATIONS
LABOR COST CONTROLS
LEADERSHIP AND
TRAINING AND DEVELOPMENT
APPRAISAL AND
SAFETY AND SECURITY OF EMPLOYEES
ENGAGED
CULTURE

2023 Employee Handbooks: Compliance and Best Practices - 2023 Employee Handbooks: Compliance and Best Practices by MP Wired for HR 736 views 1 year ago 41 minutes - Employee handbooks are a powerful tool for any employer. Handbooks help an organization maintain **compliance**, reduce risk ...

Equal Employment Opportunity (EEO)

Workplace Harassment

Paid Sick Leave Laws

Substance Use/Testing

1 Policies not matching practice

Branches of Human Resources | Working in HR - Branches of Human Resources | Working in HR by Carmen GilFraguada 31,341 views 3 years ago 15 minutes - Branches of **Human Resources**, | Working in **HR**, Hi guys! In today's video, I share the different branches of **HR**,! These may look a ...

Intro

Benefits

Employee Relations

Training Development

Compliance

Payroll

Culture Satisfaction

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General

Subtitles and closed captions

Spherical videos

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Access a comprehensive Pennsylvania Human Resources Manual and HR Compliance Library to ensure your business adheres to all state and federal regulations. This valuable resource provides guidance on Pennsylvania employment law, best practices, and essential HR policies, helping you manage your workforce effectively and minimize legal risks. Stay compliant with the ever-changing HR landscape in Pennsylvania with this essential guide.