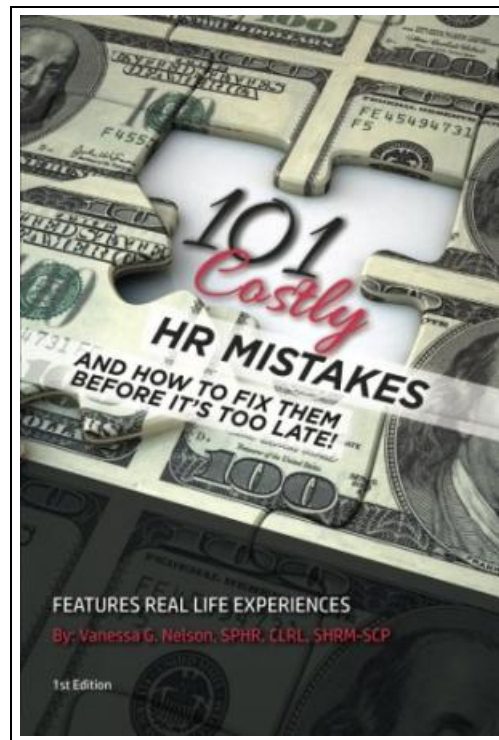


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CreateSpace Independent Publishing Platform. Paperback. Condition: New. This item is printed on demand. 214 pages. Dimensions: 9.0in. x 6.0in. x 0.5in. After consulting with thousands of employers, Vanessa G. Nelson discovered a tremendous pattern of costly HR mistakes. The mistakes often led to expensive lawsuits, low employee morale, high-priced non-compliance fees/penalties, hurt profits, and damaged reputations. Being extremely passionate about improving and protecting organizations bottom lines and creating great teams, Vanessa authored the book 101 COSTLY HR Mistakes. . . and How to Fix Them (Before Its Too Late)! Workplace lawsuits are on the rise. Employment litigation has increased 2000 since 1995, with the average lawsuit settlement being 165,000 (not including lawyer fees) and could cost in excess of 1 MILLION if the case goes to trial. Additionally, compliance fines and penalties can be extremely expensive and damaging to the organization. Therefore, it is crucial that employers are knowledgeable regarding costly HR mistakes in order to protect their organizations from risk. Employers do not intentionally violate regulations; however, oftentimes employers make mistakes without knowing of the missteps. This book will point out the top costly mistakes to ensure avoidance of high-priced compliance fees and penalties. For example, lets look at an actual excerpt from the book: Mistake 9: Asking Illegal Interview Questions Its not uncommon for employers to utilize an interview team for hiring. Whats surprising is how often the interview team has not been trained regarding illegal interview questions and how to interview candidates. I have conducted trainings on how to interview applicants, and almost every time, someone in the class says, Wow, I have been doing it wrong, or I didnt know that was illegal. The Mistake Employers assign managers or other employees to interview potential employment candidates without considering the consequences of them asking illegal interview questions. An illegal...



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