

HR and Employment Law Essentials

In the fast-paced and varied world of HR, it's critical that you have a solid understanding of employment law and know how to apply these laws within your organization. Certain to supply a solid foundation of the essential elements of the HR function, topics include employment laws, HR, and managerial responsibilities for compliance, and the value that HR brings to an organization. Interactive learning activities and group discussions work together to help you discover best practices for tackling workplace challenges and tap into ideas to help your organization achieve its business goals.

Learning Objectives:

- Clarify the components of HR's role and responsibilities to effectively contribute to organizational success.
- Gain a clear understanding of federal employment laws, such as anti-discrimination laws, ADA, FLSA, FMLA, etc., including case study application.
- Identify best practices to avoid pitfalls and reduce risk for your organization.
- Communicate effectively with management to build a relationship where HR is viewed as an essential business partner.



CEUs: 1.0 (9.75 hours)	HRCI Credits: 9.75 HR (General)	SHRM: 9.75 PDCs
----------------------------------	---	---------------------------

Learning Options:

- Classroom training
- At your location

Who Should Attend:

- New HR professionals who are looking to broaden or refresh their HR knowledge

Learn. Grow. Succeed.

Delivery options include learning at MRA, at your location, or online. Contact MRA to explore how this program may be customized to your unique individual and team training needs.



www.mranet.org

800.488.4845

WISCONSIN
262.523.9090

MINNESOTA
763.253.9100

ILLINOIS
847.963.9860

IOWA/WESTERN ILLINOIS
309.764.8354



MRA
Where HR Means Business.

Course Outline

- Discuss strategies for leveraging the important role and functions of HR within an organization
- Analyze how to balance policies and laws with the “human” element
- Examine guidelines for facilitating difficult conversations
- Understand HR as a business partner
- Review employment laws, including employment-at-will, discrimination, and federal employment laws

“ I learned a treasure trove of new and essential information that will significantly reduce my legal liability on the job and improve my ability to navigate sticky situations. ”



www.mranet.org

800.488.4845

WISCONSIN
262.523.9090

MINNESOTA
763.253.9100

ILLINOIS
847.963.9860

IOWA/WESTERN ILLINOIS
309.764.8354




Where HR Means Business.