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# Employee Handbooks Analysis

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As the foregoing discussion should make clear, employee handbooks can have explosive effects in the workplace. If handled with the proper care, they can and should be valuable employee communications tools which can help to avoid or reduce litigation costs. If mishandled, however, handbooks can backfire on employers.

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free for SHRM members. The download is a simple Word document that you can modify as necessary. For a customized handbook, the SHRM Employee Handbook...

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This employee handbook example has a simple overview of the company, which it covers in just three short paragraphs. Here's what to include in your straight-talk overview: What the company does ; How the company does what it does. (Bain says, "We try to put ourselves in our clients' shoes and focus on practical actions.")

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While there is no one-size-fits-all employee handbook, a well-written employee handbook may start by first providing information about the company, its philosophy, and the business. Second, the handbook may define or summarize the legal relationship between the employer and the employee.

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Purpose of employee handbook. The main function of an employee handbook template is to provide clarity to the employees about what the company expects of them from the moment they start working. It's important to clarify these expectations to the employees so that: You have concrete evidence to support you when dealing with insubordinate employees

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The uncertainty resulting from a merger or acquisition

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can increase stress levels and signal risk to target company employees. Mergers and acquisitions tend to result in job losses for employees ...

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Which Policies Should You Include In Your Employee Handbook? **Employee Handbooks - Part 2**  
*15 Lessons from the Enchiridion (Handbook) of Epictetus | Quotes*  
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According to Beth Zoller, a legal editor with XpertHR specializing in employee handbooks, work rules and employee

conduct, it's best if the manual is designed with both reasons in mind.  
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