

€ TRAINING

Managing Human Resources from the Legal
Perspective



22 - 26 July 2024
Geneva (Switzerland)



Managing Human Resources from the Legal Perspective

REF: H2565 DATE: 22 - 26 July 2024 Venue: Geneva (Switzerland) - Fee: 5940 Euro

Introduction:

This training program equips participants with a comprehensive understanding of the fundamental legal principles governing HR management. It empowers them to excel in their HR roles confidently and effectively.

Program Objectives:

By the end of this training program, participants will be able to:

- Understand the fundamental legal principles governing HR management.
- Develop the ability to apply legal standards to everyday HR practices.
- Identify and manage potential legal risks in HR processes.
- Ensure organizational compliance with employment laws and regulations.
- Enhance skills in handling legal issues related to recruitment, employment contracts, workplace discrimination, employee rights, and termination.

Targeted Audience:

- HR Managers and Executives.
- HR Practitioners and Consultants.
- Legal Advisors specializing in Employment Law.
- Senior Managers and Business Owners.
- Compliance Officers.

Program Outlines:

Unit 1:

Overview of Employment Law:

- Historical Development of Employment Law.
- Key Employment Legislation.
- Role of Government Agencies.

- Compliance and Enforcement.
- Current Trends and Future Directions in Employment Law.

Unit 2:

Legal Aspects of Recruitment:

- Non-Discriminatory Hiring Practices.
- Job Advertisements and Descriptions.
- Interviewing and Selection.
- Background Checks and Privacy.
- Legal Implications of Social Media in Recruitment.

Unit 3:

Employment Contracts and Agreements:

- Types of Employment Contracts.
- Essential Contract Clauses.
- Non-Compete and Confidentiality Agreements.
- Employee Handbook and Policies.
- Legal Considerations for Remote Work Agreements.

Unit 4:

Employee Rights and Protections:

- Understanding Employee Rights.
- Workplace Discrimination and Harassment.
- Accommodations and Disability Law.
- Family and Medical Leave Act FMLA.
- Legal Aspects of Employee Data Protection.

Unit 5:



Managing Termination Legally:

- Lawful Termination Practices.
- Severance Agreements and Releases.
- Post-Employment Obligations.
- Dispute Resolution and Litigation.
- Handling Terminations During Organizational Restructuring.