

EMPLOYEE LIABILITY

by Alfred A. Firato

In recent years, the fundamental relationship between employees and employers has gone through tremendous changes. Lawsuits about sexual harassment, wrongful termination and negligent hiring frequently are in the news. Business people across the nation are searching for remedies to limit employee liability.

One liability area that can be made controllable is with hiring techniques. This often-overlooked category is a literal minefield of danger when handled incorrectly or given a low priority. Few departments can leverage the investment and commitment of funds to such a high degree as can the Human Resources Department. Competition for all levels of employment is at an all-time high, however that can not justify a lack of performing "due diligence" in the hiring process.

A commitment to Background Screening in the hiring process will bring to any organization a host of benefits, such as:

- ◆ Reduced exposure to employee liability and lawsuits
- ◆ Lower employee turnover
- ◆ Higher morale
- ◆ Reduction of costly re-hires
- ◆ Lowered absenteeism
- ◆ Reduced Worker's Compensation rates
- ◆ Increased physical safety for employees and/or clients

The including of Background Screening as an integral part of the hiring process will elevate the character of any company, because quality employees are just as important as a quality product.

Let your competitors hire the ones that you turn away.