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throughout their time working at your restaurant. It can go by different names, such as an employee manual or staff handbook.

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Provides the final report of the 9/11 Commission detailing their findings on the September 11 terrorist attacks.

This book addresses human resource management in PSUs. The aim was to

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explore the Human Resource Policies of the employee separation of employees in PSUs in India. The book consists of a compilation of six chapters and an extended summary. The study in the book is based on a combination of multiple, comparative, and single-case studies of PSUs in

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India. The core studies were conducted by the author at 29 PSUs in 40 Cities of 18 States, The results indicate central challenges regarding HR Policies on employee separation by Termination, Suspension, Dismissal, Retirement, Voluntary Retirement Scheme, Layoff,

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Resignations, Non-Promotion, Physical Disability, besides other policies. The increased responsibility and pressured work environment for PSU's employees/workers. This study was aimed at identifying certain variables related to HR policies on employee separation in PSUs in India.

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The study determines the effect of HR policies on the satisfaction level of employees as well as legal compliances with the impact of gender, experience, age-wise difference, type of separation. The population of the study was HR Directors, General Managers, HR

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Managers, and employees working in PSUs in India. There were 14100 male and female PSU employees who responded to the author. The questionnaire instrument was used for data collection from various PSUs, and the HR policies assessment was done. The author used it after getting the

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formal permissions from the PSUs. The study addressed the following specific objectives; the first was to survey HR Policies of employees of PSUs, the second was to study and determine the different types of HR Policies related to employee separation in PSUs in India, and the

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third was to survey the behavior of employees towards Voluntary /Non-voluntary Separation. The study specifically discussed the hypothesis of study mainly classified into seven hypothesis such as (1) HR Policies Related - There was no significant difference of perception about HR

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Policies between PSU regular and separated employee (2) HR Policies and Discrimination/ Harassment related - There was no significant difference of perception between regular and separated employees so far as HR Policies of PSU and Discrimination/ Harassment at PSU (3)

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Employee Separation related - There was no significant difference between regular and separated employees about HR Policies and employee separation at PSU. The author had used a comprehensive and stratified questionnaire distributed to about 15000 persons consisting of workers,

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supervisors, officials, and managers of PSUs, out of which, only 14275 were received back duly filled, the remaining didn't respond in spite of repeated visits. The 175 questionnaires were rejected due to incomplete and wrong answers by respondents. There were 14100 valid questionnaires that were

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found valid for the purpose of the study. There were total three questionnaires, which were: (1) ESS1 - What employees Say (For regular and separated employees of PSUs) (2) ESS2 - What PSUs Says (For Director/Managers of HR/Legal Dept. of PSU), (3) ESS3 - What Govt. Dept.

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Says (For Govt. Dept. of Public Enterprise). The statistical tools used for analysis include Frequency, Percentages, Mean, Standard Deviation (S.D.), T-Test, and Chi-Square Test. The author is sure that the study was a fact-finding and pioneer, and motivates and stimulates

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further researches in this field. I wrote this book especially for Director (Human Resource), Human Resource Managers, which will certainly help them to understand the various legal aspects of HR Policies related to Employee Separation to enhance the productivity and efficiency of

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performance of employees in the organizations.

The SHRM Essential Guide to
Employment Law is your One-Stop
Legal Reference to Employment Law.

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It simple, straightforward language on everything HR professionals, employers, and small business owners need to know about their relationship with their employees in order to comply with the law and protect themselves and their business from legal action. Covering more than 200

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