**MGT412 - Human Res. Mgmt. & Law**

**Hiring Practices (Interview Questions, Tests, Background Checks, Drug-Testing, Illegal Workers)**

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| For this case assignment, read the following article by Lublin (available in ProQuest) called "Career Journal: Recruiters Fail To Check Past Of Some Hires." Then respond to the following using your knowledge of the case, further research and background readings.  The laws allow for checks of various sorts in the recruitment and selection process.   * **Discuss the Korn/Ferry situation and the company's errors.** * **What expert recommendations would you make to private-sector organizations deciding whether or not to conduct investigations, tests, or other pre-employment inquiries of employees?** * **What negative results could happen if background screening isn't conducted?  What does the term "negligent hiring" mean and why might it apply when thorough background screening isn't conducted? Please be specific. Include examples of negligent hiring court cases in your answer.** * **What specific laws governing the private sector should human resource managers be knowledgeable of concerning screening pre-hires? Why?** |