

Best Practices for Pre-Employment Testing



1. Identify the skills and abilities that are necessary for the job



2. Use the same test or tests for all applicants who apply for the same job



3. Provide adequate instructions and support for applicants



4. Use the test results as just one factor in the overall hiring decision



5. Follow all applicable laws and regulations

Pre Employment Test Samples

Alain G. Verstraete



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The Legal Side of HR Practice Max Müller, 2012-01-16 Human resource law is a complex confusing compilation of federal state county and city laws and ordinances cured in the crucible of the courtroom The Legal Side of HR Practice leads human resources professionals managers supervisors and students through the legal maze to an understanding of HR law fundamentals Written in a conversational easy to understand style and filled with workplace examples and step by step explanations this course is designed to provide readers with the tools they need to legally recruit onboard manage discipline and lead others Throughout the course exercises scenarios sample problems and Think About It sections provide readers opportunities for practice feedback and application Additional forms lists and reference information to supplement the text of this course can be found online *Medical Monitoring and Screening in the Workplace* United States. Congress. Office of Technology Assessment, 1991 Pre-employment Drug Screening Guidelines, 1992 These guidelines developed by the California Commission on Peace Officer Standards and Training POST are to be used by agencies to conduct the pre employment drug screening that should be a component of their comprehensive substance abuse programs The guidelines are designed to help law enforcement agencies implement legally defensible and cost efficient programs A brief discussion of legal issues concerning drug screening of prospective employees covers the relevant court decisions and Federal guidelines contained in the Americans with Disabilities Act The section on technical issues discusses some of the important program considerations regarding specimen collection analytical methodologies substances to be tested and laboratories The section on procedural issues addresses the logistics of moving applicants through the drug screening process in a secure and efficient way and examines issues including collection site security chain of custody and personal privacy National Institute on Drug Abuse specimen collection guidelines are outlined current California law enforcement policies are described and recommendations from the model testing policy of the International Association of Chiefs of Police are provided Supporting documents are contained in the appendixes Drug Testing in the Workplace S. Macdonald, P. Roman, 2012-12-06 Previous volumes have been well received and the present work should be no exception In a field where advances contribute to the widening gap between clinician and researchers this volume serves to close that distance *Alcoholism Clinical and Experimental Research* from a review of a previous volume *Create Your Own Employee Handbook* Sachi Clements, 2023-12-26 Avoid legal problems and run a productive workplace with an up to date employee handbook Anyone who hires and supervises employees needs clear policies when it comes to crucial issues like pay and overtime medical leave and social media *Create Your Own Employee Handbook* provides everything business owners managers and HR professionals need to create or update a legal and plain English employee handbook You ll learn all the top tips and practical suggestions for creating a polished and thorough employee handbook that addresses your company s policies on wages hours and tip pools remote work at will employment discrimination and harassment complaints and investigations health and safety alcohol

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