



# Disciplinary Interview The

**PT Brinkman**



## **Disciplinary Interview The:**

The Disciplinary Interview Alan Fowler, 1998 The Disciplinary Interview will ensure you adopt the correct procedures conduct productive interviews and manage the outcome with confidence It offers step by step guidance on the whole process including understanding the legal implications investigating the facts presenting the management case probing the employee s case diffusing conflict through skilful listening and questioning distinguishing between conduct and competence weighing up the alternatives dismissing or dropping the case disciplining and improving performance through counselling and training

*Mastering Workplace Disciplinary Interviewing* Nana Yaw Oppong, 2017 It is very common to hear that human resources is the most valuable asset of an organisation This means employees are indispensable workplace components of resources for achieving organisational success However the same resources can become a very expensive form of inventory to keep expensive because they become counter productive due to their undesirable behaviours which could reflect job performance absenteeism or most significantly misconduct Disciplinary policy and procedures are therefore necessary tools to deal with employees who may act contrary to the behavioural and performance expectations of the organisation and therefore attempt to derail the objectives of the organisation The book comes in handy for all those who perform human resource management It is a companion to boost the confidence in handling not only the interview but also to recommend the appropriate actions and effectively prepare related documents The book is divided into eight parts each part dealing with a unique aspect of the disciplinary process Part One introduces the book and outlines the need for the book to help deal with conflicts that may arise as part of the employee employer working relationship Part Two outlines and explains the grounds for discipline emphasising three main areas incapacity or under performance misconduct and absence Part Three opens with the main object of the book the disciplinary interview and considers the preparation stage discussing the various steps and requirements while Part Four advances the process further how the disciplinary interview is conducted on the day of the hearing Part Five looks at the possible actions corrective measures or punishments that could be taken based on the disciplinary panel committees findings with Part Six focusing on the after the interview period by communicating the decision in writing to the employee Part Seven provides important guidelines for handling redundancies and pronouncing actions that will not degenerate into court claims Part Eight concludes the book by providing important sources of advice for both employers and employees on industrial relations especially with regard to disputes and perceived unfair and or wrongful dismissals Fourteen appendices provide documents relating to the various aspects of the subject to offer hassle free production of each document

**HR How-to** Joyce B. Gentry, 2003-01-01 *Decisions and Orders of the National Labor Relations Board* United States. National Labor Relations Board, 1983

**Grasping the Nettle** Anthony Dance, 2014-08-25 A step by step guide to tackling Poor Performance Unacceptable Behaviour and Poor Attendance in the Workplace Any manager can manage good people you only have to point them in the right direction and leave them to get on with job Any

manager can manage a gross misconduct situation because there are nearly always clear facts to work on and a clear process to follow Poor performance however is not so easy because there are often unclear facts to work on and there is no recognised process to follow until now Use the performance management tools outlined in this book and follow the GRASPING the Nettle steps and you will be able to address poor performance issues fairly and professionally GRASPING the poor performance nettle Did you know that it is possible to grasp a stinging nettle without getting stung All you need to do is grab hold of it boldly quickly and by using the right technique Tackling poor performance or poor behaviour should be approached in the same way Confront a performance or behaviour issue quickly confidently and in the right manner and it is possible to do this the most difficult and challenging of all management tasks without too much pain Read and digest the critical information outlined in this manager development book and follow the Grasping the Nettle steps and you will find that tackling poor performance is not as difficult as you may think This is a must read for all people managers because by using the unique procedures tips and techniques outlined in this book you will be able to address performance issues effectively professionally fairly and reasonably Reading this book before tackling a performance issue will certainly minimise the risk of complaints grievances and spurious tribunal claims

"*Code of Massachusetts regulations, 1994*" ,1994 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020

**Disciplinary Procedures and Practice** Institute of Personnel Management,J. A. Sherry,1979 Information report comprising a mail survey of 267 UK industrial enterprises with respect to their current discipline sanctions and practice covers trade union involvement reasons for disciplinary action suspension and dismissal provisions for appeal monitoring of conduct etc and includes jurisprudence and legal aspects relating to absenteeism gross misconduct and refusal to cooperate as well as sample procedures and code of practice Bibliography pp 159 to 161 and statistical tables

**"Code of Massachusetts regulations, 2011"** ,2011 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020

**A Guide to Good Employment Practice in the Community and Voluntary Sector (2nd ed)** Jane Clarke,2002

"*Code of Massachusetts regulations, 1988*" ,1988 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020

"Code of Massachusetts regulations, 2014" ,2014 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020

*New York Court of Appeals. Records and Briefs.* New York (State)., "Code of Massachusetts regulations, 2016" ,2016 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020

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