

# 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

# Blue Cross Health Guide Pre Employment Testing

**L Darling-Hammond**



## **Blue Cross Health Guide Pre Employment Testing:**

**The Practical Guide to Employment Law** Mark Filipp, 2005-05-27 The Practical Guide to Employment Law is a comprehensive desk manual for HR managers legal counsel and labor and employment attorneys It covers federal employment laws in plain English giving readers the practical information necessary to apply the laws as well as providing readers with essential court cases and tips for compliance in every chapter The Practical Guide to Employment Law includes a compliance checklist section where readers can learn the various laws that apply to such topics as hiring terminations and benefits It also includes a supervisory training section on several laws including FMLA and ADA The Practical Guide to Employment Law also includes a CD ROM that contains reproducible pages that summarize key provisions of the major employment laws as well as quizzes on each of the laws to be administered to your staff for training purposes **Practical Guide Employment Law 2004** BBP, 2004-05-27 The Practical Guide to Employment Law is a comprehensive desk manual for HR managers risk managers and employment lawyers it covers federal employment laws in plain English giving readers the practical information necessary to apply the laws As well as providing readers with essential court cases and tips for compliance in every chapter the Practical Guide to Employment Law includes a compliance checklist section where readers can learn the various laws that apply to such topics as hiring terminations and benefits it also includes a supervisory training section on several laws including FMLA and ADA Topics covered include the Age Discrimination in Employment Act ADEA the Americans with Disabilities Act ADA COBRA HIPAA Healthcare Continuation Coverage the Drug Free Workplace Act and Drug Testing Employee Polygraph Protection Act of 1988 EPPA Employee Retirement Income Security Act ERISA the Equal Pay Act EPA the Fair Labor Standards Act FLSA the Family Medical Leave Act FMLA the Immigration Reform and Control Act of 1986 IRCA Pregnancy Discrimination Act of 1978 PDA Title VII And The Civil Rights Act of 1991 CRA 91 the Worker Adjustment and Retraining Act WARN the National Labor Relations Act NLRA Plus defamation negligent hiring employee privacy whistle blowing and retaliation wrongful discharge and affirmative action Occupational Health Services for Employees, a Guide for State and Local Government United States. Public Health Service, 1963 **NIOSH Publications Catalog** National Institute for Occupational Safety and Health, 1987 Cumulative catalog of all National Institute for Occupational Safety and Health NIOSH numbered publications health hazard evaluations HHE and technical assistance TA reports contract reports and other educational and training materials Review of Administration of Federal Employees' Health Benefits Program, Hearings Before the Subcommittee on Retirement, Insurance and Health Benefits ... 92-1, April 21, 22; May 24; July 12, 20, 1971 United States. Congress. House. Post Office and Civil Service, 1971 Sumner v. The Goodyear Tire & Rubber Company; Knight v. Blue Cross-Blue Shield of Michigan; Robson v. General Motors Corporation, 427 MICH 505 (1986) , 1986 75168 *Employment Testing Manual* , 1997 *Assessing Medical Technologies* Institute of Medicine, Division of Health Promotion and Disease Prevention, Division of Health Sciences Policy, Committee for Evaluating

Medical Technologies in Clinical Use,1985-02-01 New drugs new devices improved surgical techniques and innovative diagnostic procedures and equipment emerge rapidly But development of these technologies has outpaced evaluation of their safety efficacy cost effectiveness and ethical and social consequences This volume which is strongly recommended by The New England Journal of Medicine to all those interested in the future of the practice of medicine examines how new discoveries can be translated into better care and how the current system s inefficiencies prevent effective health care delivery In addition the book offers detailed profiles of 20 organizations currently involved in medical technology assessment and proposes ways to organize U S efforts and create a coordinated national system for evaluating new medical treatments and technology **Fire Department Communications Manual: A Basic Guide to System Concepts and Equipment ,**

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**Catalog of Copyright Entries. Third Series** Library of Congress. Copyright Office,1974 BNA's Employee Relations Weekly, 1994 *Principles of Long-term Health Care Administration* Peter J. Buttaro,Emily L. H. Buttaro,1999 This essential text is organized according To The five domains of practice established by the NAB licensure resident care personnel financial environmental and governance resident care and glossaries of medical financial and personnel terminology *NIH Publication* ,1980 **Occupational Health** Suzette Gauvain,2013-10-22 Occupational Health A Guide to Sources of

Information is a compilation of papers that can be used as reference when seeking information and knowledge related to health hazards found in the workplace The information given in the book pertains mostly to the United Kingdom though additional references can be helpful when used in other countries The text enumerates the qualifications and trainings required for occupational physicians medical officers consultants nurses and part time workers The book also includes training courses in the USA Australia and South Africa The epidemiological approach to occupational health hazards and problems including the spread of community diseases in terms of age social class and time factors is discussed Of interest is the chapter on ergonomics where the interrelations between humans and their occupations are studied Another useful chapter for administrators in the occupational health sector is the design of an occupational health department and first aid stations Related topics include management handling trade unions and even environmental pollution Details of occupational medicine in selected countries of the European Economic Community the work of the WHO and the ILO and other additional information from countries such as Israel India Sudan and Zambia are included This book is an informative reading for physicians nurses hygienists ergonomists biomedical engineers and students and trainees in occupational medicine

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