Week 1 Discussion

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Human Resource Management in every organization is responsible for smooth recruitment, hiring, and utilization of workforce to attain organizational objectives. It is the most crucial component of every business since it deals with human assets. Apart from hiring and managing employees, HR is responsible for the development and maintenance of workers. HR has to consider employment laws which aim to protect employees from any discrimination and ensures guard of their rights. The Fair Labor Standards Act (FLSA) guides HR of organizations regarding standard wages and it requires employers to pay minimum wages to employees covered under the law and overtime pay without any discrimination. To ensure employee health and safety federal Occupational Safety and Health Act (OSH Act) that protects the health and safety of employees. This law has only one goal, every male and female worker in healthy and safe working conditions. Employers covered by the acts have to ensure compliance to avoid any lawsuit or a negative outcome.

These laws significantly impact the HR practices of all the organizations and companies take measures to ensure compliance with these laws to protect themselves from any unfavorable situation. Study on these reveals that thousands of employees sue their employers for any discrimination and non-compliance of these laws. According to a study of U.S. federal court records, in 2014, a total of 7,964 FLSA lawsuits were filed ("Thousands of FLSA Lawsuits Filed by Workers for Unpaid Overtime and Other Labor Laws Violations", 2020). Considering the cases of lawsuits, HR practices abide by these laws and ensure employees’ rights are protected. Compliance with these laws also results in enhanced organizational performance. A study examining the relationship between high performances human resource practices with the company’s performance reveal that occupational safety and health (OSH) enhances this relationship. Thus, compliance with these laws results in high organizational performance (Chan, & Mak, 2012).

# References

Chan, S. C., & Mak, W. M. (2012). High performance human resource practices and organizational performance: The mediating role of occupational safety and health. *Journal of Chinese Human Resources Management*, *3*(2), 136-150.

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