Leadership in Private Security

Your Name (First M. Last)

Date

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Employment law is characterized as one important aspect to understand the overall organizational paradigm of the security field. The consideration of the entire employment law is essential because it provides necessary directions about the hiring and selection process when it comes to the idea of appointing suitable workers for the organization of security. The phenomenon of employment law is defined as the comprehensive collection of the specific laws and rules that are used to properly regulate the effective association between the entities of employers and the workers. The focus of this form of consideration is to ensure clear directions for the employees and employers about the domain of working. Here the particular focus is to critically illustrate the main idea of employment law concerning its influence on the security field.

It is worthy to mention that the procedure of employment law consisted of significant and different elements that lead to the proper implementation of all the related rules and regulations. It is crucial for employers to recruit the right individual according to the actual nature and the requirements of the job position. It is important to understand that the field of security is one critical and sensitive area which requires necessary attention during the process of hiring and recruiting a new workforce (Stoilkovska, Ilieva, & Gjakovski, 2015). Any form of discrimination, proper evaluation of the prospect of criminal records of the recruiters, and the assurance about the protection of sensitive security data are major elements that require necessary focus (Furtmueller, Wilderom, & Tate, 2011). It is mandatory for the recruiter to consider the specific factors of security and the sensitivity of the profession related to the overall paradigm of the employment law.

Consideration of the major laws referring to the features of recruitment and selection is essential to better understand the role of the employment laws in the entire process of provision of necessary protection to the workers. Age discrimination in employment act is one significant legal form to figure out the actual legal structure of the whole procedure of hiring and selection. This particular law is used to ensure the opportunity of employment for everyone who qualifies for the standard of the job position. Equal Pay Act is another major approach that impacts the recruitment and selection process (Stoilkovska, Ilieva, & Gjakovski, 2015). This certain legal aspect is used to deal with the issues of discrimination based on the sex in the scenario of wages for the workers.

Legal and ethical considerations are the two important essential features related to hiring practices. It is important for the recruiter to have enough knowledge about both the factors of ethics and legal obligations concerning the main idea of selecting employees. Both the aspects of ethics and legal domains are essential because they provide necessary protection to the applicants against the problem of discrimination. The phenomenon of ethics is different from the legal paradigm because it provides directions about the right and wrong acts based on the facet of the morality of choices. On the other hand, the characteristic of a legal obligation for the recruiter based on the idea of responsibilities set by the law (Mamoon, 2013). It is critical to consider that inappropriate consideration of the legal and ethical domains in the hiring practices can be the reasons of adverse implications concerning the idea of organizational management. The ramification of bad hiring can explicitly observe in the form of financial loss for the organization. Ineffective consideration of the hiring procedure can cost security agencies to lose important information.

To conclude the discussion about the employment law, it is important to consider that selection is one important phase in the organizations that require necessary attention. It is obligatory for the recruiters to consider both ethical and legal features when it comes to the selection of a suitable candidate according to the actual nature and requirements of the job.

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