HR Magazine is published by the Society for Human Resource Management

May 2006 Vol. 51, No. 5

GOTTES TO THE Society for Human Resource Management Way 2006 Vol. 51, NO. 5

Features

COVER STORY

46 Pandemic

PANDEMIC

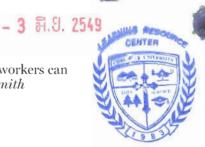
A pandemic is on the way, and the time to start planning and preparing is now. *Nancy Hatch Woodward*



EMPLOYMENT LAW

54 Know Your Adversary

A better understanding of lawyers who represent workers can present significant opportunities for HR. *Allen Smith*



EMPLOYMENT LAW

60 Planning for EEO-1 Changes

Find out what HR can do now to prepare for the most sweeping changes in equal employment opportunity reporting requirements in the past 40 years. Rita Zeidner

Special Report on Training

66 Just-in-Time Training

Podcasts deliver on-the-go training for today's global, mobile workers who see no need to stop while they learn. *Elizabeth Agnvall*

72 Trainers Reach for E-Skills

Classroom-oriented trainers can bolster their resumes by learning to function in the online world. *Kathryn Tyler*

80 Making the Leap 🛽 🔼

Managers need training when you're putting a telework program in place. Jennifer Taylor Arnold



97

HR Agendas

COMPENSATION & BENEFITS

89 Time To Refocus

Giving employees a gift of paid time off for years of service can reap rewards that are hard to measure in dollars. *Matt Bolch*

$\mathbb{R}^{\mathbb{R}}$

SORCTETY FOR
HUMAN
RESOURCE

RELOCATION When the Car Moves, Too

HR can make a car relocation go more smoothly by creating a sound policy and a plan to successfully execute the move. *Catherine Trangot*

Departments ...



Columns

FROM THE PRESIDENT

10 Talent Management in a Knowledge-Based Economy 🕨

Workforce planning, staffing, and training and development are natural HR responsibilities regarding talent management. Susan Meisinger

FROM THE EDITORS

12 Pandemics; technology affects training

Patrick Mirza; Terence F. Shea

HR SOLUTIONS

43 Disclaimers, Spousal Surcharges, Drug Testing

Vicki Neal, Bill Schaefer and Glynda R. Parker

MANAGEMENT TOOLS

113 Managing Generation Y

Use these three strategies for managing Generation Y in the workplace and gain peace of mind. Sommer Kehrli and Trudy Sopp

113

LEGAL TRENDS

125 In Defense of Litigation

Navigating employment litigation is doable if HR professionals and their counsel have the proper attitude, resources and communication. *Jathan Janove*

FUTURE FOCUS

Top Dollars ▶

Companies' practices in setting executive compensation are likely to draw more heavily on HR's expertise. *Jennifer Schramm*

Special Section

151 Awards & Incentives Buyers' Guide

14 Executive Briefing

New rules unlikely to affect executive compensation programs; laid-off employees are often rehired; more.

23 From Readers

Ethics; diversity.

29 HR News

Workers try cosmetic procedures for career edge; Senate confirms Foulke as head of OSHA; coverage of SHRM's Global, EMA conferences; more.

103 HR Technology 🕨

Upgrades promise to improve and integrate HR processes.



Discrimination based on psychiatric treatment was costly; employees who violated firearms policy lawfully fired; more.

160

131 Inside SHRM

Legislative Conference wrap-up; more.

137 Books in Brief

Improving Employee Performance Through Appraisal and Coaching; more.

147 What's New

Health information web site; applicant-tracking system; leadership development program; more.

157 HR Jobs

HR Magazine (ISSE 1047-3149) is published mutifily by the Society for filuman Resource Management, 1800 Duke St., Elexandria, WA 22214, (1993) 548-5449), to further the professional aims of the Society and the human resource management profession. We mberriof the Society receive HR Magazine as part official annual dues if Statis, \$55-66 which is allocated for the subscription to HR Magazine, which is nonrefundable therefrom. Nonmember subscriptions are available from the Circulation Department at the filliansing rates: Domestic USs. and its territories — \$750 per year. (2-maids—599 per year. [Assertational (4-mail)) = 752 per year. [Assertational (4-mail)] = 752 per year. [Assertation

