

# contents

## Features

### COVER STORY

#### 38 **China: Land of Opportunity And Challenge** ▶

HR professionals must keep leadership development and career growth at hyper speed in China. *Adrienne Fox*



38

### WORKPLACE FLEXIBILITY

#### 46 **The Future Is Now** ▶

Workplace flexibility and high technology permit more than 3,000 employees to work anywhere, anytime, through Capital One's Future of Work program. *Ann Pomeroy*

### EMPLOYMENT LAW

#### 52 **Weapons Policies Under Fire** ▶

Should workers be guaranteed the right to keep legally owned firearms in their vehicles parked on employers' premises? *Robert J. Grossman*

### EMPLOYMENT LAW

#### 60 **Full Disclosure** ▶

If you find an employee's name on a sex-offender registry, what next? *Diane Cadrain*

### EMPLOYEE RELATIONS

#### 66 **All in the Family** ▶

Human resources can help ensure that businesses allowing nepotism establish policies and practices that are fair to all employees. *Lin Gensing-Pophal*



60

115



## HR Agendas

### TRAINING

#### 105 **Supporting Ethical Employees** ▶

The right training can provide employees with an ethical framework on which to base their decisions. *Jean Thilmany*

### COMPENSATION & BENEFITS

#### 115 **Helping Workers Kick the Habit** ▶

Smoking-cessation programs can pay off in reduced costs for serious illnesses years later. *Pamela Babcock*