

8 Ways An Employee Handbook Can Create a Great Workplace

An employee handbook is a powerful tool to communicate an organization's values and vision. It lays the groundwork for a company's culture and influences how the organization functions on a day-to-day basis. Plus, it can form the first line of defense in an employment lawsuit or investigation. Here's how:

1



Introduces employees to company culture, mission, and values.

Clear values and a strong culture help drive consistent customer service, work habits, company objectives, and more, and help keep companies headed in the right direction.

2

Communicates your expectations for employees.

A well-written handbook gives employees a clear understanding of their roles and responsibilities, and creates a more harmonious workplace by providing guidance on expected behavior and conduct.



3



Tells employees what they can expect from management.

An employee handbook clarifies company objectives and leadership styles — as well as management best practices — to foster healthy manager-employee relationships.

4

Helps ensure key company policies are clear and consistent.

A handbook will familiarize employees with your organization's policies relating to employment, conduct, compensation, health and safety, and more.



5



Showcases the benefits your organization offers.

From paid time off, to retirement plans, to employee assistance, an employee handbook lets employees know about a company's suite of benefits, which can help increase employee retention.

6

Ensures compliance with federal and state law.

A handbook is a critical tool for ensuring and demonstrating that your organization's policies and procedures comply with your legal obligations.



7



Helps defend against employment claims.

An employee handbook can serve as valuable protection in the event an employee were to challenge an employer with a lawsuit.

8

Lets employees know where to turn to for help.

A handbook describes how employees can get help to resolve conflicts, report workplace violations, get workplace-related assistance, and answer other on-the-job questions they may have.



Nyc Hhc Employee Handbook

St. John's Hospital (Springfield, Ill.)



Nyc Hhc Employee Handbook:

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