

150 Things HR Professionals Worry About

1. Accidents and injuries
2. Adverse impact
3. Affirmative action
4. Age discrimination
5. Alcohol abuse
6. Applicant references
7. Applicant testing
8. Arbitration agreements
9. Attendance
10. Audits
11. Background checks
12. Ban-the-Box
13. Benefits procurement and administration
14. Bonus payments
15. Business/travel expenses
16. Cafeteria plans
17. Career planning
18. Child labor
19. COBRA
20. Company culture
21. Compensation
22. Complaints and investigations
23. Compliance review
24. Compliance posters
25. Contingent workers
26. Credit reports
27. Cybersecurity awareness/training
28. Dating (inter-office)
29. Disability insurance
30. Discipline
31. Discrimination
32. Dress codes
33. Drivers
34. Drug-free workplace
35. EEO-1 reporting
36. Email
37. Emergency response preparation
38. Employee handbooks
39. Employee engagement
40. Employee loans
41. Employee Retirement Income Security Act (ERISA)
42. Employee surveys
43. Employment contracts
44. Equal pay/comparable worth
45. Ergonomics
46. Exit interviews
47. Fair Credit Reporting Act (FCRA)
48. Fair employment practices
49. Fair Labor Standards Act (FLSA)
50. Family and Medical Leave Act (FMLA)
51. Flexible hours
52. Gender identity and sexual orientation discrimination
53. Government contractor requirements
54. Grievances
55. Health and safety
56. Health Care Reform (Affordable Care Act)
57. Health Insurance Portability and Accountability Act (HIPAA)
58. Hiring
59. Holidays
60. Homeworkers/telecommuters
61. Independent contractors
62. Interns

- 63. Interviews
- 64. Investigations
- 65. Job descriptions
- 66. Layoffs
- 67. Leaves of absence
- 68. Litigation support
- 69. Marital status
- 70. Maternity and pregnancy
- 71. Medical leave
- 72. Mergers and acquisitions support
- 73. Minimum wage
- 74. Motivation
- 75. National Labor Relations Act (NLRA)
- 76. National origin discrimination
- 77. Nepotism
- 78. New hire reporting
- 79. Noncompetition agreements
- 80. Office parties
- 81. Orientation/onboarding
- 82. Occupational Safety and Health Act (OSH Act)
- 83. Outplacement
- 84. Overtime
- 85. Parental leave
- 86. Part-time employees
- 87. Payroll
- 88. Pensions
- 89. Performance management
- 90. Personality assessments
- 91. Personnel files
- 92. Personnel policies/manuals
- 93. Physical examinations
- 94. Posting and recordkeeping
- 95. Pre-employment medical inquiries
- 96. Pregnancy discrimination
- 97. Prevailing wage
- 98. Privacy
- 99. Quality improvement
- 100. Racial discrimination
- 101. Recruiters
- 102. Religious discrimination
- 103. Religious holidays
- 104. Rest and meal periods
- 105. Retaliation
- 106. Retention of records
- 107. Retirement
- 108. Return to work
- 109. Salary Inquiries and Salary Reviews
- 110. Salary surveys
- 111. Sales compensation
- 112. Sales personnel exemption
- 113. Searches
- 114. Security
- 115. Seniority
- 116. Severance pay
- 117. Sex discrimination
- 118. Sexual harassment
- 119. Show-up pay
- 120. Sick leave
- 121. Social media use
- 122. Solicitation
- 123. Strategic HR
- 124. Subpoenas
- 125. Succession planning
- 126. Suggestion systems
- 127. Summary plan descriptions
- 128. Surveillance
- 129. Teamwork
- 130. Termination
- 131. Time keeping
- 132. Tip credits
- 133. Trade secrets
- 134. Training
- 135. Travel time
- 136. Turnover
- 137. Unemployment compensation
- 138. Unions
- 139. Vacations
- 140. Violence
- 141. Wage and hour
- 142. WARN Act
- 143. Wellness programs
- 144. Whistleblowing
- 145. White collar overtime exemptions
- 146. Withholding, deductions, and taxes
- 147. Workers' compensation
- 148. Workplace bullying
- 149. Work for hire doctrine
- 150. Wrongful termination claims