

Workplace

**ADA Amendments Act
(ADAAA)**



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

Amendments to U.S. Americans with Disabilities Act covering the definition of individuals regarded as having a disability, mitigating measures, and other rules of construction to guide the analysis of what constitutes a disability.

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Workplace

Adverse impact



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

Type of discrimination that results when a neutral policy has a discriminatory effect; also known as disparate impact.

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Workplace

**Age Discrimination in
Employment Act (ADEA)**



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

U.S. act that prohibits discrimination in the workplace on the basis of age.

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Workplace

Amendment



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

Modification of the U.S. Constitution or a U.S. law.

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Workplace

Americans with Disabilities Act (ADA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that prohibits discrimination against a qualified individual with a disability because of his/her disability.

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Workplace

Annualized loss expectancy (ALE)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Expected monetary loss for an asset due to a risk over a one-year period; calculated by multiplying single loss expectancy by annualized rate of occurrence.

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Workplace

Assignees



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Employees who work outside their home countries.

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Workplace

Bill



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

A proposal presented to a legislative body for possible enactment as a statute.

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Workplace

*Burlington Industries, Inc.
v. Ellerth*



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. court ruling that distinguished between supervisor harassment that results in tangible employment action and supervisor harassment that does not.

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Workplace

Civil Rights Act of 1964



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

First comprehensive U.S. law making it unlawful to discriminate on the basis of race, color, religion, sex, or national origin.

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Workplace

Civil Rights Act of 1991



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that expands the possible damage awards available to victims of intentional discrimination to include compensatory and punitive damages; gives plaintiffs in cases of alleged discrimination the right to a jury trial.

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Workplace

Code of conduct



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Principles of conduct within an organization that guide decision making and behavior; also known as code of ethics.

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Workplace

Comparable worth



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Concept that jobs filled primarily by women that require skills, effort, responsibility, and working conditions comparable to similar jobs filled primarily by men should have the same classifications and salaries.

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Compliance



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

State of being in accordance with all national, federal, regional, and/or local laws, regulations, and/or other government authorities and requirements applicable to the places in which an organization operates.

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Workplace

**Consolidated Omnibus
Budget Reconciliation Act
(COBRA)**



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that provides individuals and dependents who may lose health-care coverage with opportunity to pay to continue coverage.

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Workplace

Contingency plan



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Protocol that an organization implements when an identified risk event occurs.

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Workplace

Corporate social responsibility (CSR)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Concept that a corporation has an impact on the lives of its stakeholders and the environment, encompassing such areas as corporate governance, philanthropy, sustainability, employee rights, social change, volunteerism, corporate-sponsored community programs, and workplace safety.

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Workplace

Disability



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Physical or mental impairment that substantially limits one's major life activities.

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Workplace

Disparate impact



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Type of discrimination that results when a neutral policy has a discriminatory effect; also known as adverse impact.

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Workplace

Disparate treatment



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Type of discrimination that occurs when an applicant or employee is treated differently because of his or her membership in a protected class.

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Workplace

Diversity



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Differences in people's characteristics (such as socioeconomic status, beliefs, personality, thought processes, work style, race, age, ethnicity, gender, religion, education, job function, etc.).

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Workplace

Diversity council



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Task force created to define a diversity and inclusion initiative and guide the development and implementation process.

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Workplace

Drug-Free Workplace Act



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. law that requires federal contractors with contracts of \$100,000 or more as well as recipients of grants from federal government to certify they are maintaining a drug-free workplace.

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Workplace

Duty of care



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Principle that organizations should take all steps that are reasonably possible to ensure the health, safety, and well-being of employees and protect them from foreseeable injury.

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Workplace

Employee Polygraph Protection Act (EPPA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that prevents private employers from requiring applicants or employees to take a polygraph test for preemployment screening or during the course of employment, with certain exemptions.

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Workplace

Employee resource group (ERG)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Voluntary group for employees who share a particular diversity dimension (race, religion, ethnicity, sexual orientation, etc.); also known as affinity group or network group.

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Workplace

Employee Retirement Income Security Act (ERISA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that established uniform minimum standards to ensure that employee benefit and pension plans are set up and maintained in a fair and financially sound manner.

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Workplace

Employees



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Individuals who exchange work for wages or salary; in the U.S., workers who are covered by Fair Labor Standards Act regulations as determined by the IRS.

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Workplace

Employment practices liability insurance (EPLI)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Type of liability insurance covering an organization against claims by employees, former employees, and employment candidates alleging that their legal rights in the employment relationship have been violated.

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Workplace

Equal Employment Opportunity Act



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S act that amended Title VII and gave the Equal Employment Opportunity Commission authority to implement its administrative findings and conduct its own enforcement litigation.

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Workplace

Equal Pay Act (EPA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that prohibits wage discrimination by requiring equal pay for equal or “substantially equal” work.

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Workplace

Ethics



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Set of behavioral guidelines that an organization expects all of its directors, managers, and employees to follow, in order to ensure appropriate moral and ethical business standards.

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Workplace

Exempt employees



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Employees who are excluded from U.S. Fair Labor Standards Act minimum wage and overtime pay requirements.

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Workplace

Fair and Accurate Credit Transactions Act (FACT Act)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S act that frees employers who use third parties to conduct workplace investigations from the consent and disclosure requirements of the Fair Credit Reporting Act in certain cases.

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Workplace

Fair Credit Reporting Act (FCRA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S act that protects privacy of background information and ensures that information supplied is accurate.

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Workplace

Fair Labor Standards Act (FLSA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S act that establishes minimum wage, overtime pay, youth employment, and record-keeping standards affecting full-time and part-time workers in the private sector and in federal, state, and local governments.

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Workplace

Family and Medical Leave Act (FMLA)



2017 SHRM LEARNING SYSTEM FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S act that provides employees with up to 12 weeks of unpaid leave to care for family members or because of a serious health condition of the employee.

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Workplace

Faragher v. City of Boca Raton



2017 SHRM LEARNING SYSTEM FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. court ruling that distinguished between supervisor harassment that results in tangible employment action and supervisor harassment that does not.

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Workplace

Gender



2017 SHRM LEARNING SYSTEM FOR SHRM-CP/SHRM-SCP

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DEFINITION

Refers to the socially constructed system that associates masculinity or femininity with certain roles, behaviors, activities, and attributes.

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Workplace

Gender identity



2017 SHRM LEARNING SYSTEM FOR SHRM-CP/SHRM-SCP

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DEFINITION

Refers to one's internal, personal sense of being a man or a woman (or boy or girl), which may or may not be the same as one's sexual assignment at birth.

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Workplace

General Duty Clause



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Statement in U.S. Occupational Safety and Health Act that requires employers subject to OSHA to provide employees with a safe and healthy work environment.

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Workplace

Genetic Information Nondiscrimination Act (GINA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S act that prohibits discrimination against individuals on the basis of their genetic information in both employment and health insurance.

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Workplace

Global integration (GI) strategy



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Globalization strategy that emphasizes consistency of approach, standardization of processes, and a common corporate culture across global operations.

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Workplace

Global remittances



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Monies sent back home by migrants working in foreign countries.

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Workplace

Globalization



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Status of growing interconnectedness and interdependency among countries, people, markets, and organizations worldwide.

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Workplace

“Glocalization”



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Characteristic of an organization with a strong global image but an equally strong local identity.

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Workplace

Governance



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

System of rules and processes set up by an organization to ensure its compliance with local and international laws, accounting rules, ethical norms, internal codes of conduct, and other standards.

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Workplace

Griggs v. Duke Power



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. case that set the standard for determining whether discrimination based on disparate impact exists.

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Workplace

Hazard



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

Potential harm, often associated with a condition or activity that, if left uncontrolled, can result in injury or damage to persons or property.

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Workplace

Hostile environment harassment



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

Occurs when sexual or other discriminatory conduct is so severe and pervasive that it interferes with an individual's performance; creates an intimidating, threatening, or humiliating work environment; or perpetuates a situation that affects the employee's psychological well-being.

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Workplace

Identity alignment



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

Extent to which diversity is embraced in management of people, products/ services, and branding.

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Workplace

Immigration Reform and Control Act (IRCA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

U.S. act that prohibits discrimination against job applicants on the basis of national origin or citizenship and establishes penalties for hiring undocumented workers.

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Workplace

Inclusion



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

Extent to which each person in an organization feels welcomed, respected, supported, and valued as a team member.

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Workplace

Key risk indicators (KRIs)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

Metrics that provide an early signal of increasing risk exposures for an enterprise.

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Workplace

Labor-Management Relations Act (LMRA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

U.S. act that imposed several restrictions and requirements on unions.

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Workplace

Labor-Management Reporting and Disclosure Act (LMRDA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

U.S. act that imposed regulations on internal union affairs and the relationship between union officials and union members.

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Workplace

Lechmere, Inc. v. NLRB



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

1992 case in which the U.S. Supreme Court ruled that an employer cannot be compelled to allow nonemployee organizers onto the business property.

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Workplace

*Ledbetter v. Goodyear
Tire & Rubber Co.*



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

2007 case in which the U.S. Supreme Court ruled that claims of sex discrimination in pay under Title VII were not timely because discrimination charges were not filed with the EEOC within the required 180-day time frame.

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Workplace

Lilly Ledbetter Fair Pay
Act



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that creates a rolling time frame for filing wage discrimination claims and expands plaintiff field beyond employee who was discriminated against.

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Workplace

Local responsiveness
(LR) strategy



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Globalization strategy that emphasizes adapting to the needs of local markets and allows subsidiaries to develop unique products, structures, and systems.

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Workplace

Moral hazard



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

Situation in which one party engages in risky behavior knowing that it is protected against the risk because another party will incur any resulting loss.

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Workplace

Multinational enterprise
(MNE)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

Organization that owns or controls production or services facilities in one or more countries other than the home country.

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Workplace

National Defense
Authorization Acts
(NDAA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

U.S. acts that expanded FMLA leave for employees with family members who are covered members of the military.

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Workplace

*National Federation of
Independent Business v.
Sebelius*



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

DEFINITION

U.S. Supreme Court ruling that Patient Protection and Affordable Care Act requirement that individuals purchase health insurance was constitutional but requirement that states expand Medicaid was not.

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Workplace

National Labor Relations Act (NLRA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that protects and encourages the growth of the union movement; established workers' rights to organize and bargain collectively with employers.

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Workplace

National origin



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Refers to the country (including those that no longer exist) of one's birth or of one's ancestors' birth.

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Workplace

Near-shoring



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Practice of contracting a part of business processes or production to an external company in a country that is relatively close (e.g., within the same own region).

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Workplace

NLRB v. Weingarten



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Landmark 1975 U.S. labor relations case that dealt with the right of a unionized employee to have another person present during certain investigatory interviews.

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Workplace

Nonexempt employees



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Employees covered under U. S. Fair Labor Standards Act regulations, including minimum wage and overtime pay requirements.

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Workplace

Occupational illness



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Medical condition or disorder, other than one resulting from an occupational injury, caused by exposure to environmental factors associated with employment.

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Workplace

Occupational injury



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Injury that results from a work-related accident or exposure involving a single incident in the work environment.

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Workplace

Occupational Safety and Health (OSH) Act



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that established the first national policy for safety and health and continues to deliver standards that employers must meet to guarantee the health and safety of their employees.

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Workplace

Offshoring



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Method by which an organization relocates its processes or production to an international location through subsidiaries or third-party affiliates.

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Workplace

Older Workers Benefit Protection Act (OWBPA)



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that amended the Age Discrimination in Employment Act to include all employee benefits; also provided standards that an employee's waiver of the right to sue for age discrimination must meet in order to be upheld by a court.

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Workplace

Onshoring



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Relocation of business processes or production to a lower-cost location inside the same country as the business.

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Workplace

Overtime pay



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Required for nonexempt workers under U. S Fair Labor Standards Act at 1.5 times the regular rate of pay for hours over 40 in a workweek.

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Workplace

**Patient Protection and
Affordable Care Act
(PPACA)**



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

2010 U.S. law that requires virtually all citizens and legal residents to have minimum health coverage and requires employers with more than 50 full-time employees to provide health coverage that meets minimum benefit specifications or pay a penalty.

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Workplace

***Phillips v. Martin Marietta
Corporation***



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

1971 U.S. case that stated that an employer may not, in the absence of business necessity, refuse to hire women with preschool-aged children while hiring men with such children.

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Workplace

Portal-to-Portal Act



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that defines what is included as hours worked and is therefore compensable and a factor in calculating overtime.

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Workplace

**Pregnancy Discrimination
Act**



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

U.S. act that prohibits discrimination on the basis of pregnancy, childbirth, or related medical conditions.

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Workplace

Principal-agent problem



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Situation in which an agent (e.g., an employee) makes decisions for a principal (e.g., an employer) potentially on the basis of personal incentives that may not be aligned with the principal's incentives.

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Workplace

Process alignment



2017 SHRM LEARNING SYSTEM
FOR SHRM-CP/SHRM-SCP

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DEFINITION

Extent to which underlying operations such as IT, finance, or HR integrate across locations.

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Workplace

Protected class



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DEFINITION

People who are covered under a particular federal or state antidiscrimination law.

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Prudent person rule



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DEFINITION

States that a fiduciary of a plan covered by the U.S. Employee Retirement Income Security Act has legal and financial obligations not to take more risks when investing employee benefit program funds than a reasonably knowledgeable, prudent investor would under similar circumstances.

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Public comment period



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DEFINITION

Time allowed for the public to express its views and concerns regarding an action of an administrative agency.

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Quid pro quo harassment



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DEFINITION

Type of sexual harassment that occurs when an employee is forced to choose between giving in to a superior's sexual demands and forfeiting an economic benefit such as a pay increase, a promotion, or continued employment.

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Redeployment



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DEFINITION

Process by which an organization moves an employee out of an international assignment; can involve moving back to the home country, moving to a different global location, or moving to a new location or position in the current host country.

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Regulation



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DEFINITION

Rule or order issued by an administrative agency of government, which usually has the force of law.

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Repatriation



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DEFINITION

Process by which employees returning from international assignments reintegrate into their home country's culture, conditions and employment.

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Residual risk



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DEFINITION

Amount of uncertainty that remains after all risk management efforts have been exhausted.

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Reverse innovation



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DEFINITION

Innovations created for or by emerging-economy markets and then imported to developed-economy markets.

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Risk



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DEFINITION

Uncertainty that has an effect on an objective, where effect outcomes may include opportunities, losses, and threats.

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Risk appetite



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DEFINITION

Amount of uncertainty an organization is willing to pursue or to accept to attain its risk management goals.

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Risk control



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DEFINITION

An action taken to manage a risk.

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Risk management



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DEFINITION

System for identifying, evaluating, and controlling actual and potential risks to an organization, and which typically incorporate mitigation and/or response strategies, including the use of insurance.

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Risk position



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DEFINITION

An organization's desired gain or acceptable loss in value.

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Risk scorecard



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DEFINITION

Tool used to gather individual assessments of various characteristics of risk (e.g., frequency of occurrence; degree of impact, loss, or gain for the organization; degree of efficacy of current controls).

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Risk tolerance



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DEFINITION

Amount of uncertainty an organization is willing to pursue or to accept to attain its risk management goals.

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**Sarbanes-Oxley Act
(SOX)**



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DEFINITION

U.S. act that requires that all publicly held companies establish internal controls and procedures for financial reporting to reduce the possibility of corporate fraud.

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Sex



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DEFINITION

Classification of people as male or female.

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Sexual orientation



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DEFINITION

Sexual, romantic, or emotional/spiritual attraction that one feels for persons of the opposite sex or gender, the same sex or gender, or both sexes and more than one gender.

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Single loss expectancy (SLE)



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DEFINITION

Expected monetary loss every time a risk occurs; calculated by multiplying asset value by exposure factor.

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Sustainability



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DEFINITION

Practice of purchasing and using resources wisely by balancing economic, social, and environmental concerns, with the goal of securing the interests of present and future generations.

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Triple bottom line



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DEFINITION

Economic, social, and environmental impact metrics used to determine an organization's success.

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Uniform Guidelines on Employee Selection Procedures



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DEFINITION

Procedural document designed to assist employers in complying with federal regulations prohibiting discrimination.

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Uniformed Services Employment and Reemployment Rights Act (USERRA)



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DEFINITION

U.S. act that protects the employment, reemployment, and retention rights of persons who serve or have served in the uniformed services.

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Workplace

Vesting



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DEFINITION

Process by which a retirement benefit becomes nonforfeitable.

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Veto



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DEFINITION

Action of rejecting a bill or statute.

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Vicarious liability



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DEFINITION

Legal doctrine under which a party can be held liable for the wrongful actions of another party.

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Weingarten rights



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DEFINITION

Union employees' right in U.S. to have a union representative or coworker present during an investigatory.

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Worker Adjustment and Retraining Notification (WARN) Act



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DEFINITION

U.S. act that requires some employers to give a minimum of 60 days' notice if a plant is to close or if mass layoffs will occur.

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Workweek



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DEFINITION

Any fixed, recurring period of 168 consecutive hours (7 days times 24 hours = 168 hours).

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