

10 Ways Your Business Can Benefit From Hiring an HR Consulting Firm

All organizations, regardless of size, need Human Resources expertise.

Think yours is fine with your CEO or Controller handling what he or she can get to in addition to running the business, handling the finances, finding your clients, and managing your staff? Figure you'll worry about this kind of thing later on when your company is larger?

Unfortunately dealing with Human Resources issues haphazardly or in the wrong way could open your business up to costly and damaging legal issues. You need to be sure you're not ignoring regulations or inadvertently breaking a local, state, or federal law. You want to be sure you're responding to employee complaints and practicing proper record-keeping. Failing to do so could cost you, and cost you big.

Hiring an HR Consulting firm is a business savvy idea when used to complement your existing HR department's skills and capabilities, or for small businesses for whom it doesn't make sense to staff a dedicated HR department on their own.

Unsure how your small business can benefit? Here are 10 key areas in which the expertise of an HR firm can help your business:

- 1 Compliance** – Be sure your company is in line with federal and state employment laws as well as discrimination and harassment issues.
- 2 Internal Policies/Procedures/Handbooks** – Establish a uniform written guide for employees to understand your expectations as an employer, their rights as an employee, and what's expected of them in areas such as social media, workplace bullying and discrimination.
- 3 Recruitment** – Locate the most qualified candidates for your current job openings, and get assistance with future staffing needs.
- 4 Training** – Assure your staff members are trained in areas like sexual harassment, workplace safety, management training and more.
- 5 Benefits and Compensation** – Be sure your benefits and compensation are appropriately and adequately rewarding the staff you worked so hard to find, hire and train.
- 6 Recordkeeping** – Make sure your documents are up-to-date, complete and retained properly.
- 7 Audits** – HR audits are a vital part of a comprehensive strategy to help a company avoid legal liability.
- 8 Employee Relations/Communications** – Help maintain positive staff interactions and a productive work environment.
- 9 Employee Health/Safety/Security** – Are you doing everything you can to insure your employees are healthy, safe and secure?
- 10 Short and Long Term HR Strategy** – Need help creating an HR business plan? We're here to get you started and help you see it through successfully.

McCloskey Partners understands that, like you, most employers don't have the time, the expertise or the staffing resources to deal with complicated HR issues. We also get it that your staff may not have the perspective to establish big-picture HR policies. McCloskey Partners can become an extension of your

company and partner with you on one or all of your Human Resource needs. Why take the chance that your HR practices are leaving you open to liability or falling short when it comes to employee satisfaction and retention? Speak to us today about how we can help your company be the best it can be! McCloskey Partners 623 W. Market Street, Perkasie, PA 18944; 215-453-1978 phone; 215-220-3422 fax; www.mccloskeypartners.com; email info@mccloskeypartners.com.

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