



Background Screening and Investigations: Managing Hiring Risk from the HR and Security Perspectives

W. Barry Nixon, Kim Kerr

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Hiring highly qualified people is crucial to every company, and Background Screening and Investigations is an essential guide to succeeding in a turbulent business environment. A crucial part of any hiring process should be employment background screening, pre- and post-hire, which gives hiring personnel a glimpse into a person's past behavior patterns, propensities, and likely future behavior.

Background Screening and Investigations describes all aspects of the employment background screening processes - its history and evolution, the imperative for implementing a screening process, and the creation of a comprehensive policy. Nixon and Kerr show how security and human resources professionals can work together to negotiate legal hurdles and make their background screening process successful.

- * Where do HR and security perspectives differ on hot topics like hiring convicted felons, data protection, and sexual predators?
- * What does state law allow when screening job candidates?
- * How should companies deal with emerging issues like international background investigations and continuous (Infinity) screening of current employees?

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