



Human Resource Management and the Americans with Disabilities Act

Ronald R. Sims, John G. Veres

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Veres, Sims and their contributors focus on the nuts-and-bolts issues in human resource management (HRM) created by passage of the Americans with Disabilities Act (ADA), then identify future issues and their projected impact. With practical discussion of traditional HRM activities and innovative activities the act has created, they help alleviate fears and, in doing so, fill a wide gap in the literature on ADA compliance. A welcome resource for human resource professionals and their academic colleagues as well.

The history of federal regulation in the United States is such that fears in the human resource management community with regard to the Americans with Disabilities Act are hardly irrational. Especially disconcerting is the act's scope; and, to make matters worse, its provisions are often vague and even obscure. Writing from the viewpoint of human resource professionals, Veres, Sims, and their contributors look closely at some of the major issues raised by the act's passage, then forecast what other issues will be in the future. In doing so they provide practical advice on how to comply with the act in day-to-day situations and on crucial management topics.

Veres, Sims, and their contributors examine the act's provisions and the ways in which it demands that managers scrutinize and reassess their essential functions. Compliance issues and how to avoid running afoul of the act's provisions are examined next, followed by a discussion of how the act applies to recruiting, testing, and employee selection. The performance appraisal process and how non-impaired employees will respond to accommodations required for their non-impaired colleagues is carefully laid out, and the interaction of the Equal Pay Act and the ADA is examined. Training needs in an ADA context and other problems are also treated, with special focus on ways in which employee discontent can be minimized as such problems are met and solved. A valuable guide and resource for human resource professionals and their academic colleagues.

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