



press room

Surveys



FOR IMMEDIATE RELEASE

COMPLIANCE AND EMPLOYMENT-RELATED LITIGATION REMAINS ABOUT THE SAME FOR HUMAN RESOURCE PROFESSIONALS OVER PAST THREE YEARS

Respondents to a recent survey saw training as most effective preventative strategy. .

Norwalk, CT. --- (March 18, 2005) --- Sixty-eight percent of HR professionals responding to a March 2005 survey conducted by ERC Dataplus, a leading HR technology company, and *Human Resource Executive* magazine reported that ten percent or less of their HR department's time is spent on compliance and litigation work. In addition, fifty-seven percent of the respondents reported that there has been no change in the past three years in the trend of employment-related lawsuits at their organizations.

When asked about the types of lawsuits they feared most, thirty percent of the respondents indicated discrimination, twenty-eight percent harassment, followed by retaliation, worker's compensation, wage and hour, wrongful discharge, FMLA-related, and OSHA/environment-related lawsuits.

While there was no clear majority, training was viewed as the top choice as to the most effective strategy to prevent employment litigation. This was followed by employee communications, policies and procedures, and mediation and dispute resolution.

The results of the entire survey may be seen by going to [Current Survey Results](#).

ERC Dataplus and *Human Resource Executive* poll HR and affiliated professionals on a different topic through out the year. To participate, go to [Participate in HR Executive Survey](#). The results of March's survey will be posted on the website in March and reported in a subsequent issue of the magazine.

About ERC Dataplus

ERC helps employers qualify, track and hire better performing hourly employees faster and at a lower cost. ERC's Selectech® Candidate Management System is the only modular system that integrates Internet and proprietary IVR (telephone), which allows employers to elect the functions they need to accomplish their tactical and strategic goals. Selectech CMS pre-qualifies applicants based on custom questions developed by our recruiting experts, provides an online eApplication for easy upload to HRIS systems (such as the PeopleSoft® Enterprise Candidate Gateway), and integrates background screening and WOTC administration to eliminate burdensome and costly paperwork. Additional modules include validated, legally defensible predictive pre-hire assessments, automated interview scheduling and confirmation, fax/email job postings, and automated candidate status line.

To learn more about ERC and how its experts can help you with a more effective, affordable staffing solution visit www.erccdataplus.com or call 1-888-ERC-CORP (372-2677).

About ARGOS Assessment Company

ARGOS Assessment Company, a division of ERC Dataplus, is the multirater scoring company for organizations with active employee development programs. ARGOS® Multirater Assessments is the most functional, cost-effective data collection, scoring and delivery system available. It offers medium and large organizations the accuracy, ability to configure, and delivery speed to meet their tactical and strategic multirater assessment needs. AAC is the only company that offers integrated, proprietary Internet and/or IVR (telephone) data collection to insure that all employees, including those without Internet access, can participate in feedback programs.

To learn more about AAC and how its technology experts can help you with a more effective, affordable multirater feedback program visit www.argos360.com or call 1-888-ARGOS360 (274-6736).

About *Human Resource Executive*®

Human Resource Executive® was established in 1987 and continues today as the premier publication focused on strategic issues in HR. Written primarily for vice presidents and directors of human resources, the magazine provides these key decision-makers with news, profiles of HR visionaries and success stories of human resource innovators.

Additional information about *Human Resource Executive*® is available at www.workindex.com/hrexecutive.

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