Employee Handbooks -- Current Trends for Human Capital Competitiveness

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ABSTRACT

This paper discusses and analyzes the most current developments in relation to employee handbooks as delineated in the recent literature, as well as trends discerned from studying the employee handbooks of select small, medium and large firms as they relate to the issue of sustaining competitiveness vis-à-vis human capital. Thus original field research is gleaned from actual employee handbooks of domestic firms coupled with evidence-based research from the current literature. The paper emphasizes policy recommendations for executives, managers and scholars on what substantive topics should be included in these critical company documents and what mistakes ought to be avoided from a normative value perspective in writing these essential human capital policy manuals to achieve sustainable human resource management competitiveness.

Keywords: Employee Handbooks, Human Resource and Capital competitiveness