

FEATURES

8 DATA PRIVACY AND SECURITY IN A MULTINATIONAL HR ENVIRONMENT

By Jacob Springer

Data is one of the HR function's most valuable commodities. A global privacy program is sustaining Baxter's HR function and ensuring access to this asset on a global basis. In the future, Baxter's global HCM system will serve as a platform for other initiatives, such as global talent management, global recruiting and global succession planning.

12 HEALTH PRIVACY AND EMPLOYERS: UNDERSTANDING THE NEW HIPAA PRIVACY RULE

By Robert Gellman

Compliance with the HIPAA privacy rule cannot be accomplished casually, but it can be done with a little good faith and some effort. The first step for an employer is to determine if the rule applies to any of its activities. If it does or might, the next step may be designation of a privacy officer to take responsibility for the rest of the process. April 14, 2003 is just around the corner; don't waste a minute.

16 PRIVACY ETHICS AND LAWS: HOW THEY APPLY ONLINE

By Pam Dixon

Best practices are emerging in key areas of candidate data privacy. Corporations straining to do the right thing understand that providing a positive, ethical data privacy environment for job candidates is a smart business investment. In the long run, a good privacy record will pay off in dividends that money can't buy: a sterling reputation and respect, and ultimately, the best applicants.

22 DANGER ON THE INSIDE: HOW HR CAN COMBAT INTERNET MISUSE

By Randy Meyers

The problem of employee Internet misuse is a large one and will not diminish without organized, multidisciplinary action. Getting involved at the forefront of Web use and security standards development will add value to your position, department and company, which is good for your entire workforce.

26 CAN YOU HOLD THAT DOOR FOR ME?

By Katie Walden

A fact that cannot be overstated enough is that — by far — the biggest threat to your company is the insider. It is the woman already on your internal network or the man who is authorized to come inside your office who will do the most damage. Why? The insiders are the most dangerous because perimeter security, e.g., your network firewalls or your guard at the front desk, is bypassed and access is presumed to be granted.

30 IDENTITY THEFT AND THE WORKPLACE

By Linda Foley

As long as businesses are entrusted with personal information, they need to guard that data as carefully as the most classified proprietary information they own. Will your company become an industry leader and increase consumer/employee confidence in the way it respects the privacy and financial security of individuals? Those are the companies that will attract the most highly-valued employees to their door.



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