

## FEATURES

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## 7 Creating and Executing a Successful e-HR Strategy

By Kurt P. Schmidt, Ph.D.

Along with developing an effective e-HR strategy, what's also required is a well-conceived implementation plan that's been agreed upon by senior leadership and other key stakeholders. In addition, both the strategy and the implementation should be based on the organization's ability to absorb change and costs, and to commit resources.

## 10 Internal Shared Services: Business Drivers and Challenges

By Bob Lupp

For those firms that are considering a shared services model as a means to support the business requirements, there is a need to understand and address the challenges of implementing shared services. The key to successful delivery of services may just be increased utilization of shared services. Choosing the appropriate provisions and measuring the right performance metrics are critical to a successful relationship.

## 15 Seven (Free) Things Employers Can Do to Improve Background Screening

By Barry Nadell

Whether a person is hired or promoted for a job may depend on the information revealed in a background check. Job applicants and existing employees, as well as independent contractors who work at various employers' sites - and even volunteers - may be asked to submit to background checks. For some job positions, federal or state law requires screening. Today, security-and safety-minded employers have opened their eyes and checkbooks after weighing the risks inherent in not first performing a background check.

# departments

KRISTIE EVANS, Departments Editor



Learning has no limits.

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