

# Government laws for hiring and firing

[Business](#), [Management](#)



The paper "Government Laws for Hiring and Firing" is a wonderful example of a management research paper.

This research paper would focus on understanding the government's role in controlling hiring and firing in organizations. For this purpose, a paper would also present a discussion pertaining to why the government's interference in hiring and firing matters of organizations is necessary.

Federal governments across the globe formulate policies and procedures, which prohibit businesses in that country to avoid unnecessary recruitment exercises. Furthermore, there are also rules and regulations, which restrict unnecessary or unfair firing of employees. These rules are formulated to ensure that each citizen can avail equal opportunities for employment and the unemployment rate can be controlled. Additionally, these rules also aim at controlling irregular and unfair treatment of employees and prohibit business owners from suspending employees due to discrimination on the basis of race, gender, age or professional conflicts. For example, the Civil Rights Act of 1964 (Title VII) prescribed by The U. S Equal Employment Opportunity Commission restricts management of businesses in the country from discriminating, rejecting job application or firing an employee on the basis of religious beliefs, sexual orientation, ethnicity or race. Similarly, the Equal Pay Act of 1963 requires organizations to treat male and female employees on an equality basis and restricts businesses from committing sex-based discrimination in decisions pertaining to remuneration (The U. S. Equal Employment Opportunity Commission, 2009).

From the review of the literature to fulfill the requirements of the current research paper, it is found that the government's interference in the hiring

and firing function of businesses is necessary. This assertion is based on the fact that these legal boundaries regulate the human resource function of businesses and restricts employers from committing unfair treatment of employees.