HR Risk and Compliance SOPs

1. Risks Identification:

Compliance Risk	Operational Risk	Workforce Risk	Employee Data Management Risk
- Local laws and state laws	- Workplace safety and health	- Critical skills shortage - Ethics and behaviour - Learning & development - Compensation and benefits	

2. SOPs in place

Compliance Risk – 1. Employment LOA Terms & Conditions comply with local regulations.

Workforce Risk –   1. Employee Handbook, Code of Conduct
                        2. Business expense policy
                        3. Travel Policy

Employee Data Management Risk – 1. HREasily system for automation