

Moving Beyond a Legal-Centric Approach to Managing Workplace Romances



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The goal of this article is to encourage human resource (HR) leaders to think more strategically about managing workplace romances. The traditional legal-centric management approach focuses on minimizing risks of workplace romances. We advocate embedding the legal-centric approach within a broader and more strategic organizationally sensible approach that provides a balanced focus on minimizing risks and maximizing rewards of workplace romances. Drawing from the empirical workplace romance literature, we derive a set of organizationally sensible best-practice recommendations that HR leaders can adopt to manage risks and rewards of romantic relationships in organizations. Implementing our more strategic recommendations should provide the added benefit of elevating HR professionals' roles as organizational leaders. © 2009 Wiley Periodicals, Inc.