

UNDERSTANDING

BENEFITS AND INCENTIVES

BELL WORK

Open your heading document or an MS Word document and answer the following question.

What if walls could talk? Describe what they might say about your class.

STANDARD/EQ

BMA-IBT-11 Examine basic human resources and the legal aspects of a business while incorporating the methods into business practices.

11.4- Create a plan for recruiting, hiring, and retaining a new employee and the associated costs.

Essential Question: *What are employee benefits and why are the important for companies?*

VOCABULARY

Incentive pay

Employee

Services

Vested

Bonuses

BENEFITS

Forms of employee compensation in addition to pay.

11

Profit Sharing

Plan that allows employees to receive a portion of the company's profits at the end of the year.

Incentive pay:

money offered to encourage employees to strive for higher levels of performance.

- *Example:* Mossie Bucks

Paid Vacations and Holidays

Set amount of paid vacation time

Earn more after each year you work with a company

• *Examples*

- Christmas
- Thanksgiving
- Fourth of July
- Labor Day
- Memorial Day

Employee Services

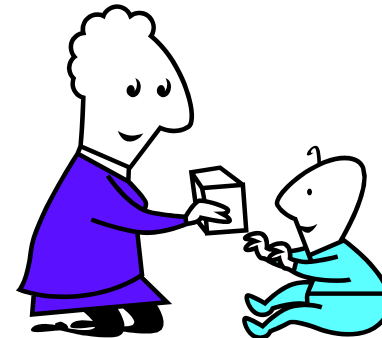
Extras that companies offer in order to improve employee morale and working conditions.

- *Examples:*
 - Free parking
 - Wellness programs
 - College course

Child Care

On-site child care services

Coverage of child-care expenses



Sick Pay

An allowance of days each year for illness with pay

- *Example:*
 - Teachers receive 10 days for sick pay.



Leaves of Absence

Temporarily leave their jobs without pay for certain reasons

Job security

- *Examples:*
 - Having a child
 - Completing education
 - Family illness

GOOGLE

Google Life Video

http://www.youtube.com/watch?v=_QqT38QRA84

Insurance

Group Health
Insurance

Group Life
Insurance



Bonuses and Stock Option

B-Incentive pay based on quality of work done, years of service, or company sales or profits.

SO-Employees the right to buy a set number of shares of the company's stock at a fixed price.

Pension

Funded by
employer

*Vested-entitled to
full retirement
account after a
certain amount of
years*

Savings Plans

401K-private
employers

403b-
government/non
profit employers



Travel Expenses

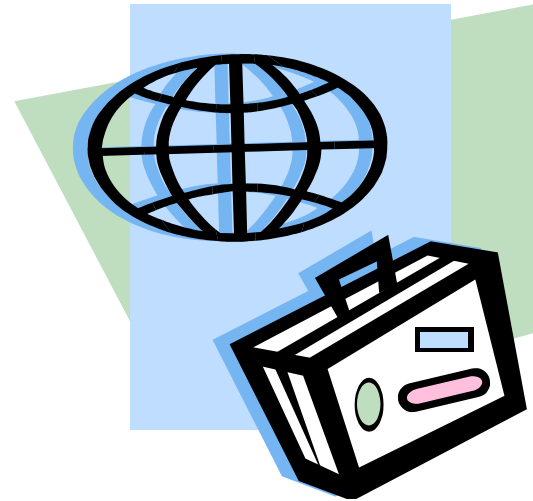
Provide a company car

Mileage allowance

Hotel

Meals

Company credit card



ACTIVITY

Complete the assignment Employee Benefits Brochure