

# HUMAN RESOURCES

BENEFITS AND INCENTIVES  
(WHAT TO LOOK FOR AS AN EMPLOYEE)  
(WHAT TO OFFER AS AN EMPLOYER)

## 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?***

## 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>

(If it will not let you watch it on the computer, watch it on your iPads from the YouTube App) –

Search **The 'Google' Life**

## Insurance

Group Health Insurance

Group Life Insurance



## Bonuses and Stock Option

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

Stock Option -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*



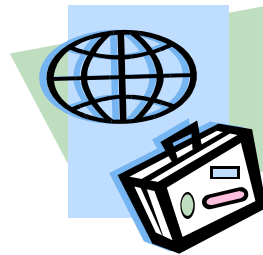
**Savings Plans**

401K-private employers

403b-government/non profit employers

**Travel Expenses**

- Provide a company car
- Mileage allowance
- Hotel
- Meals
- Company credit card



## ASSIGNMENTS

**Complete the assignments on the calendar:**

- 1. Employee Benefits Brochure – Due Feb. 7 at the end of class**
- 2. Employee Recruitment Plan – Due Feb. 11 at the end of class**