Workplace Compensation and Benefits

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# Response 1

Our organization emphasizes on the human resource and effectiveness by utilizing the maximum resources available. For our organization, employees are the main resource through which the objectives can be achieved. My previous organization was an NGO, where we were only paid monthly, and there was no other compensation for our work. Whereas, my current workplace is providing compensations based on our behavior, quality work, attendance, and punctuality. While the plan for the compensation is fair because it is based on the efficient work of the employee and there is no bias in the plan. Compensation is important to determine the satisfaction levels of the employees in the organization (Mabaso, 2018). When organizations meet the needs of the employees, their satisfaction level at the workplace is increased and this results in the efficiency of the organizations.

## Response 2

My present workplace, when compared to the previous one, is better because both were private companies with the same nature of work, but it had no compensation and benefit plans. We the employees used to work under the pressure of a boss, and we were not provided with the facilities which we have now. However, there are some companies in the industry which are providing compensation to its employees but not all of the companies compensate. Companies which provide compensations, improve in a short time because the employees are encouraged to work and they are satisfied with their working environments

### Response 3

In Human Resource Management, employee compensation plans are important and have many benefits like employee efficiency and achievements of objectives. However, the compensation plan of the company can be improved by introducing the fringe benefits which include, lunch, insurances, flexibility in working environments and a comfortable working environment to the employees (Karia & Omari, 2015). The maximum number of compensations would subject the company towards success as this can attract the employees to work with honesty and work efficiently.

References

Karia, A., & Omari, S. (2015). Importance of Compensation and Benefits on Performance of Public Water Utilities in Tanzania. *African Journal of Business Management*, *1*, 2518–312.

Mabaso, C. (2018). Impact of Compensation and Benefits on Job Satisfaction. *Research Journal of Business Management*, *11*.