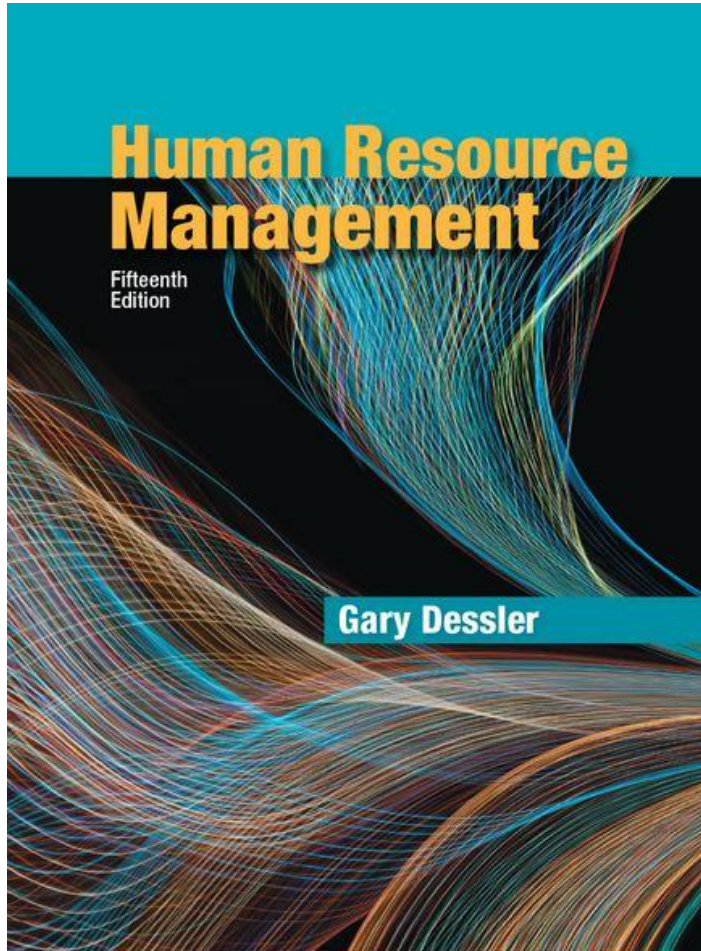


Human Resource Management

Fifteenth Edition



Chapter 13

Benefits and Services

Learning Objectives (1 of 2)

- 13-1. Name and define each of the main pay for time not worked benefits.
- 13-2. Describe each of the main insurance benefits.
- 13-3. Discuss the main retirement benefits.



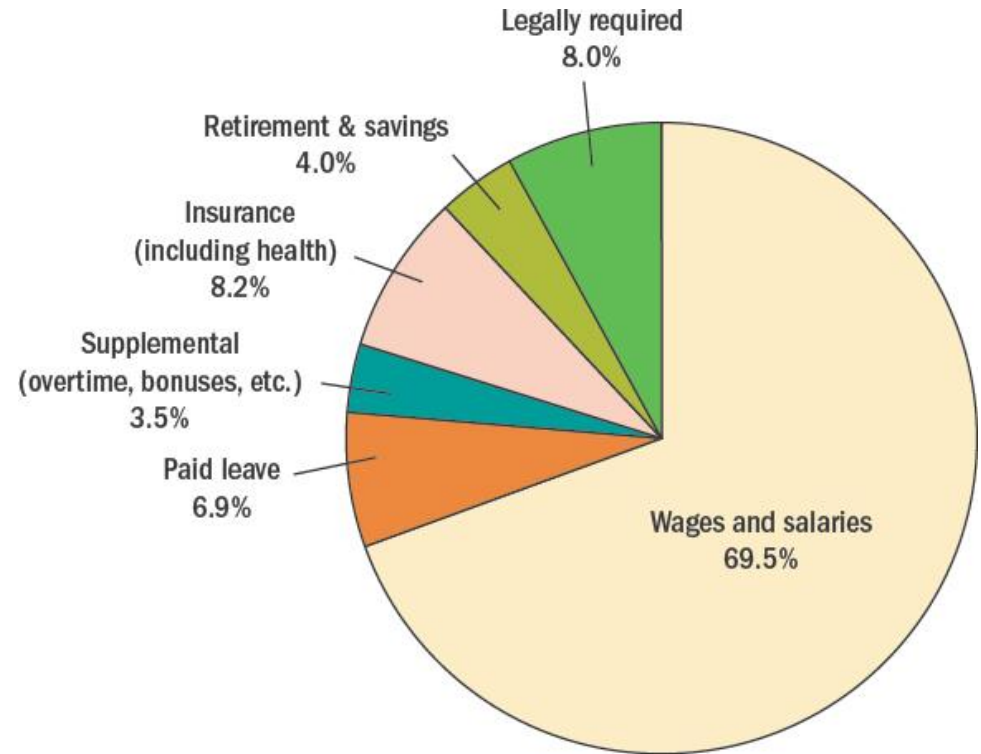
Learning Objectives (2 of 2)

- 13-4. Outline the main employees' services benefits.
- 13-5. Explain the main flexible benefit programs.
- 13-6. Explain how to use benefits to improve engagement, productivity, and performance.

Introduction: The Benefits Picture Today

Figure 13-1 Relative Importance of Employer Costs for Employee Compensation (private industry), June 2015

Source: Based on Employer Costs For Employee Compensation—June 2015, <http://www.bls.gov/news.release/pdf/ec.ec.pdf> accessed September 17, 2015.



Policy Issues



Benefits & Issues

I.
**Name and define each of the
main pay for time not worked
benefits.**

Pay for Time Not Worked

- Supplemental Pay Benefits
- Can Be Very Costly



Unemployment Insurance



Vacation and Holidays

IN NEED OF:
a vacation

Know Your Employment Law (1 of 4)

Some Legal Aspects of Vacations and Holidays

Let's take a look...

Sick Leave

- Cost Reduction
- Sick “banks”

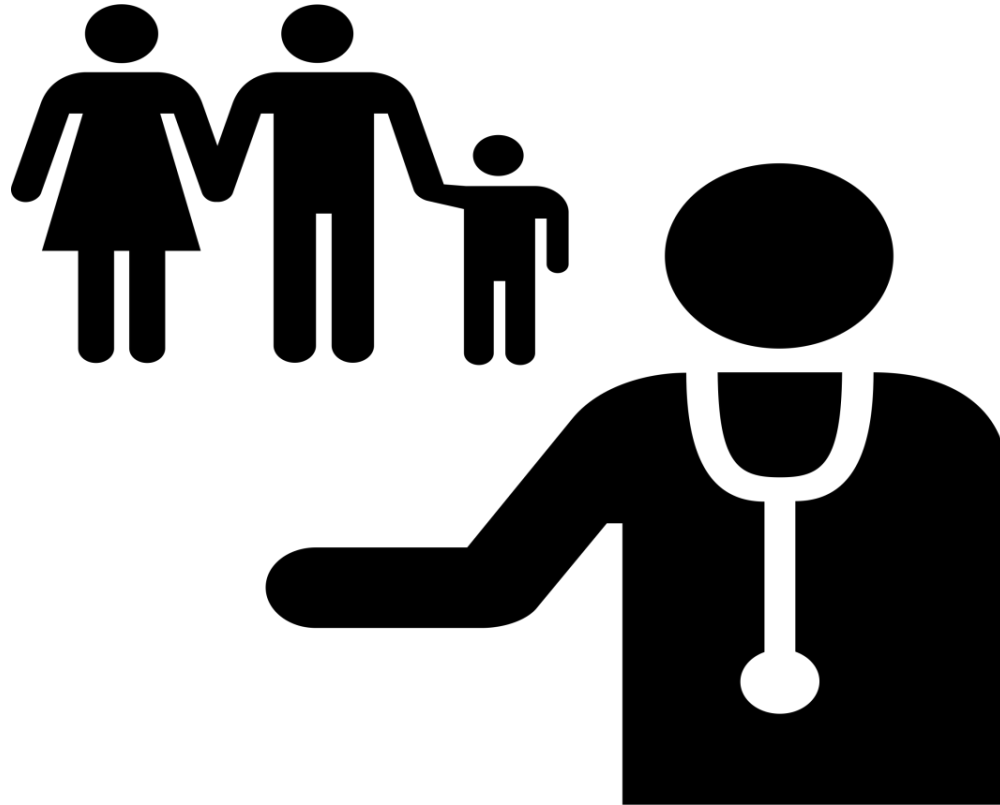


Improving Performance: HR as a Profit Center (1 of 2)

Controlling Sick Leave

Let's talk about it...

Leaves and Family and Medical Leave Act



Know Your Employment Law (2 of 4)

FMLA Guidelines

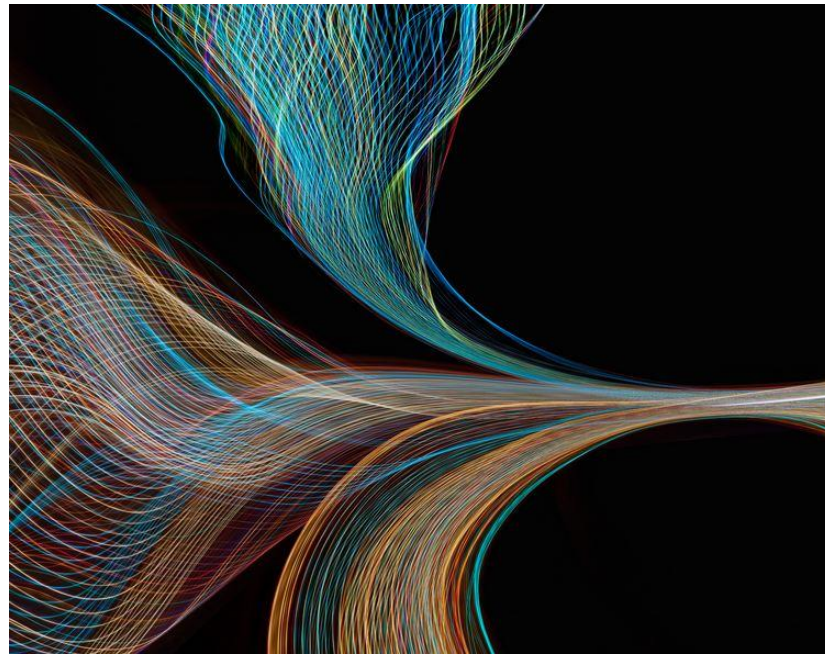
Let's take a look...

Severance Pay

- Dismissal
- Reduce Litigation
- Downsizing



Supplemental Unemployment Benefits



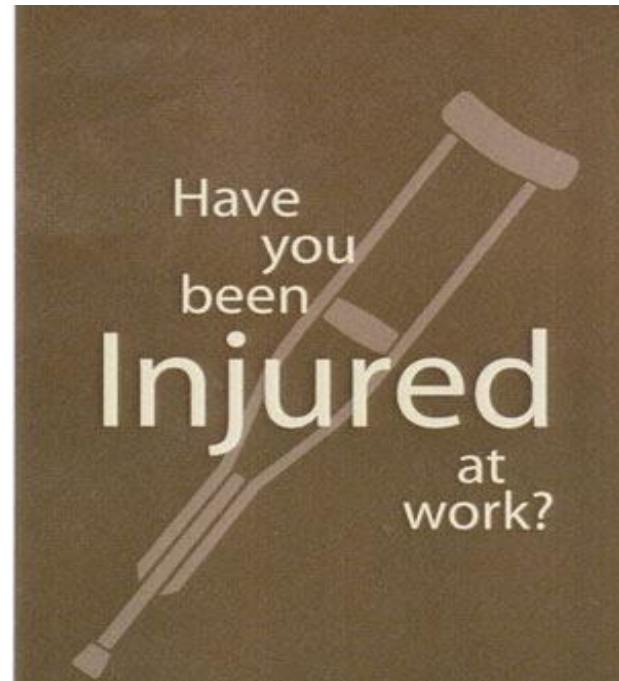
II.

Describe each of the main insurance benefits.

Insurance Benefits (1 of 2)

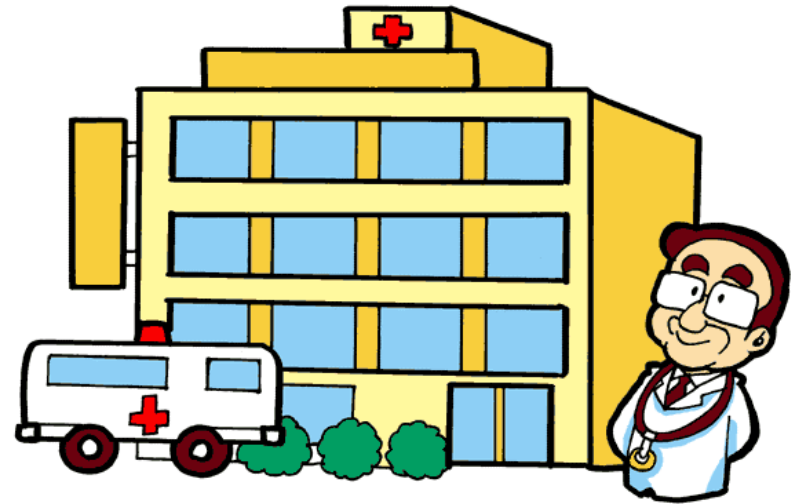
Worker's Compensation

- Determining benefits
- Controlling costs



Hospitalization, Health, and Disability Insurance

- Coverage
 - HMO
 - PPO
- Mental Health Benefits



Know Your Employment Law (3 of 4)

Patient Protection and Affordable Care Act of 2010

Let's take a look...

Trends in Employer Health Care Cost Control

- Wellness programs
- Other cost-control options
 - Consumer-driven Health Plans (CDHP)
 - Defined Contribution
 - Accountable Care Organization (ACO)
 - Cost-Containment Specialist

Improving Performance: HR as a Profit Center (2 of 2)

The Doctor Is on the Phone

Let's talk about it...

Insurance Benefits (2 of 2)

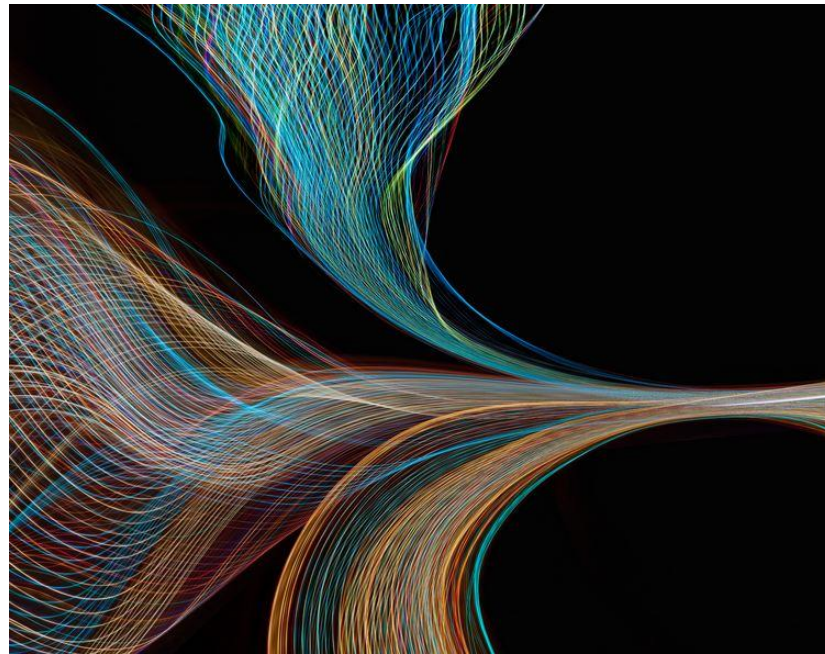
- Long-term care
- Life insurance
- Benefits for part-time and contingent workers



III.

Discuss the main retirement benefits.

Retirement Benefits



Social Security

- Retirement Benefits
- Survivor's Benefits
- Death Benefit
- Disability
- Medicare



Pension Plans

1. Contributory vs. Non-Contributory
2. Qualified vs. Non-qualified
3. Defined Contribution vs. Defined



Other Pension Plans

1. 401(k) plans
2. Savings and Thrift
3. Profit-Sharing
4. Employee Stock
5. Cash Balance plans



Know Your Employment Law (4 of 4)

Pension Planning and the Law

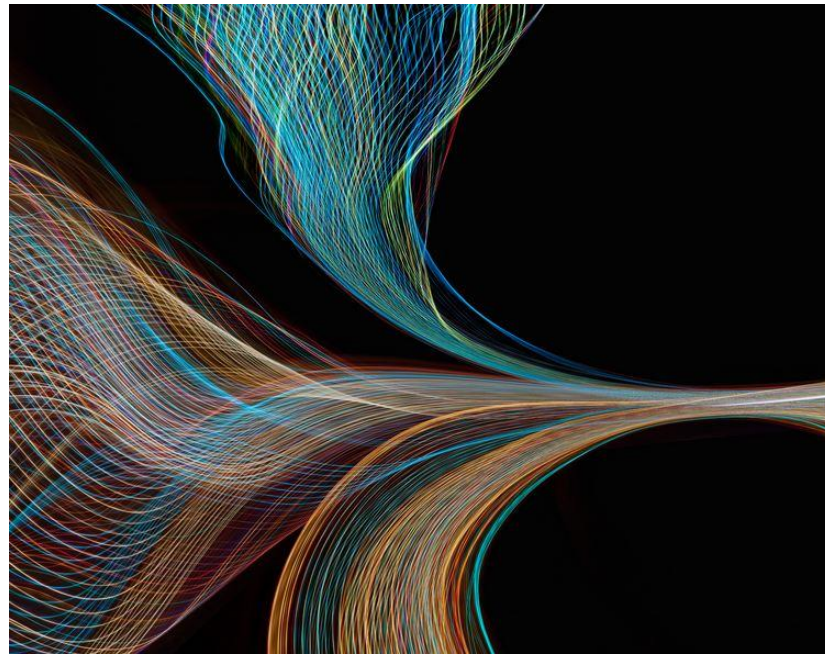
Let's take a look...

Pension Planning and the Law

- PBGC
- Membership Requirements
- Vesting



Pension and Early Retirement



Improving Performance Through HRIS: Online Benefits Management Systems

Benelogic

Let's take a look..

Trends Shaping HR: Digital and Social Media

Communicating Benefits with Employees

Let's take a look...

IV.

Outline the main employees' services benefits.

Personal Services and Family-Friendly Benefits

Software giant SAS Institute, Inc., is one company that offers generous employee benefits. The North Carolina firm keeps turnover at 4% in an industry where 20% is typical, partly by offering family-friendly benefits like paid maternity leave, day care on site, lunchtime piano concerts, massages, and yoga classes like this one.



Personal Services

- Credit Unions
- Legal Services
- Counseling
- Social and Recreational
- EAP

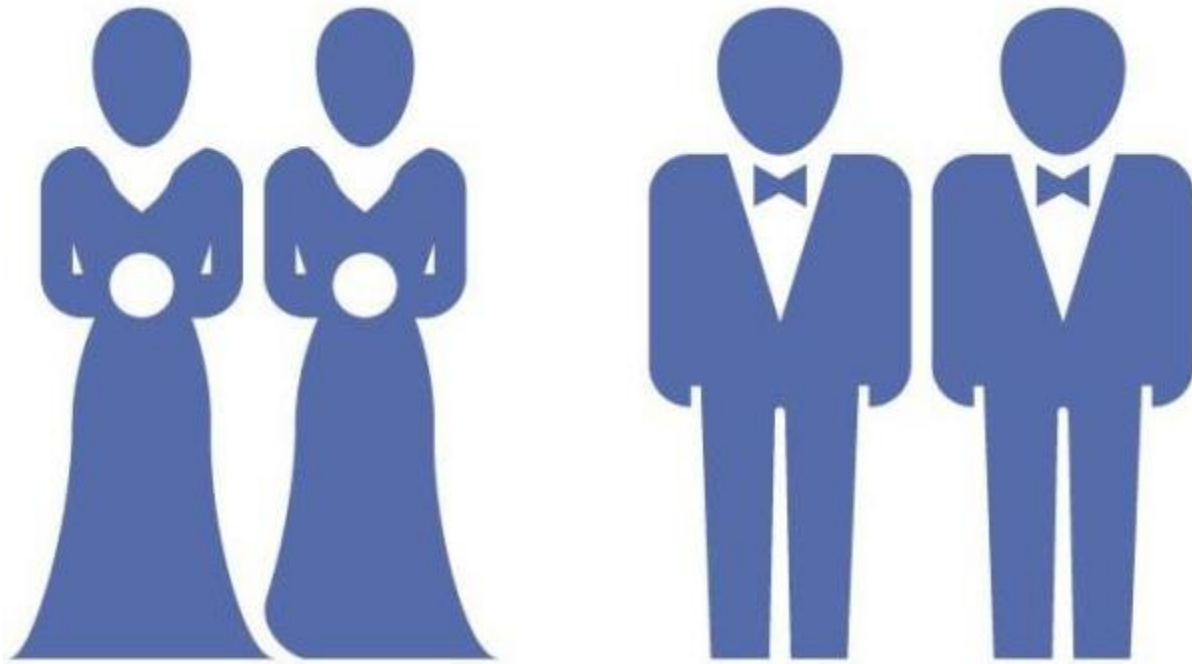


Family-Friendly (Work-Life) Benefits

- Child / Elder Care
- Education
- Fitness
- Flexible Schedules
- Other Services



Diversity Counts Domestic Partner Benefits



Improving Performance: The Strategic Context

Clif Bar

Let's talk about it...

Executive Perquisites

- Company planes
- Loans / Stock options
- Financial Counseling
- Relocation



V.

Explain the main flexible benefit programs.

Flexible Benefits Programs

Figure 13-4 One Page from Online Survey of Employees' Benefits Preferences

Reprinted with permission from GrapeVine solutions.

Your Logo Here. 125 px
300 px

Human Resources - Employee Benefits Survey

Please take a moment to tell us your thoughts on the Company benefits plan. Your input is valued and will help us make this better.

Health care

1 Please rate the following.
1-Very Satisfied, 5-Very Dissatisfied

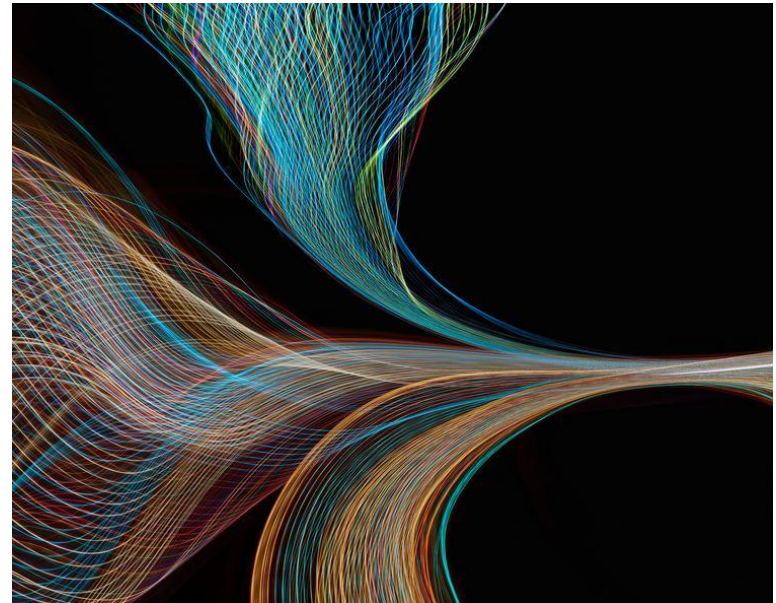
	1	2	3	4	5
Medical plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Retirement and Savings Plan

The Cafeteria Approach

Types of plans

- Flexible spending
- Debit cards
- Core plus options



Improving Performance: HR Tools for Line Managers and Small Businesses

Benefits and Employee Leasing

Let's talk about it...

Flexible Work Schedules

- Flextime
- Telecommuting
- Compressed Workweek
- Job Share
- Work Share
- Effectiveness

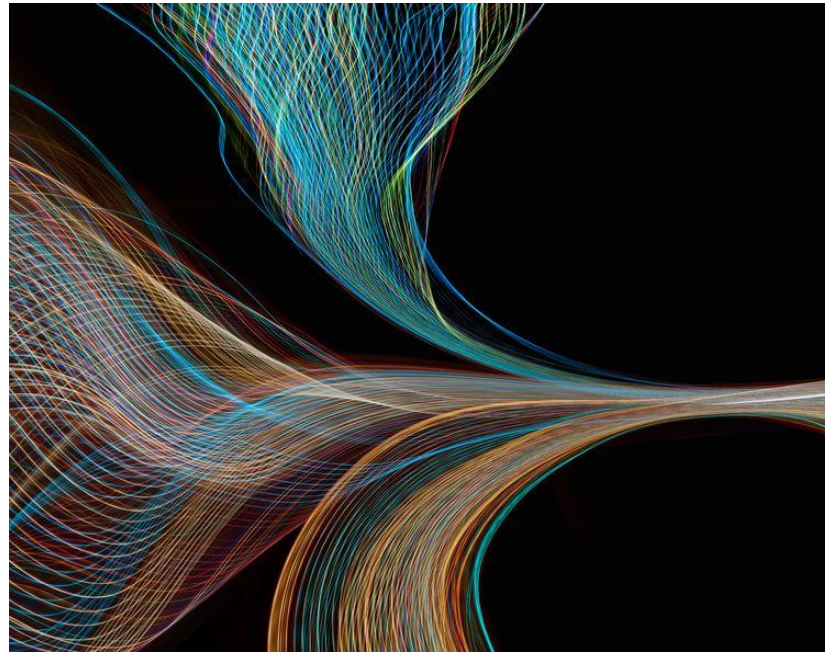


VI.

Explain how to use benefits to improve engagement, productivity, and performance.

Employee Engagement Guide For Managers

- Costco's Compensation Plan



Chapter 13 Review

What you should now know....

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