

Sample essay on work cultures

[Business](#), [Strategy](#)



Organizations in the world today focus at ensuring that its employees enjoy the working environment. As the organization grows, the possibility of having elder-care and child-care issues grow. As the committee to look into these issues, there are various questions that will help in accessing and developing the best strategy to include the benefits into the current compensation package. The question that the committee will have to answer will assist in ensuring that the perfect strategy is developed (Bhattacharya & Sengupta, 2009). One of the questions is how much the elder-care does, and child-care benefits cost the organization? The cost of including the benefits in the compensation package should not go beyond the expected estimates. Another crucial question is how much is the compensation packages worth to the recipients? The strategy need to focus on the system care and development of the employees and other recipients. In addition, the time frame and the coverage are essential (Singer, 2009). Hence, the committee should answer the question when does the compensation package begin and how much vacation time is awarded? These questions will enable the company to plan its activities and finances to meet the compensation packages.

How well does elder-care and child-care benefits work? The availability of measures in adding the benefits into the compensation packages have various impacts on the organization and the beneficiaries (Singer, 2009). The benefits tend to motivate employees towards work leading to increased production. What are the impacts of elder-care and child-care benefits to the organization and beneficiaries? The benefits affect both the organization and employees; hence, the committee should answer these question in order to

comprehend the outcome (Bhattacharya & Sengupta, 2009). The last question that the committee should answer is how much child-care and elder-care is enough? The compensation should have some relationship to the profits and revenue that the organization is receiving.

References

- Bhattacharya, M. S., & Sengupta, N. (2009). Compensation management. New Delhi: Excel Books.
- Singer, L. (2009). Developing Compensation Plan. London: Wiley