

# Benefits policy and strategy

[Business](#), [Management](#)



Benefits Policy and Strategy Introduction It is widely accepted that s are the center of focus in any business; it is also very true that employees are the stepping stone in the success or failure of a business. Different companies adopt different benefits policy for their workers because what is good for one company may not be optimum for another (WorldatWork 2007). It is on the part of employees that this paper seeks to focus on their benefits, compensation and motivation strategies

#### Benefits Policy for New Light Construction Company

The company shall promote a worker who consistently demonstrates alacrity to work, respect for authority, hard work and is focused.

#### Human Resource Section

The section will be in charge of monitoring the conduct of employees, vetting and rewarding them on based on the criteria mentioned in the benefits policy.

#### Flexible Benefits Strategy

With a lot of research being carried out in this field, it is expected that benefits strategies are susceptible to change or to be flexible. Therefore, it is practical that WorldatWork argues that although the goal of motivating workers is the same in different companies, optimum mix or strategy of benefits may change even in the same company. This trend is probably due to changes in administration of the company over time. However, with these changes, it is possible for an expert in the field of benefits strategy to equip himself with the new types of benefits strategies in the following ways.

#### Research

A benefits strategy connoisseur is ought to be a timely researcher. As

mentioned earlier, this field is fast changing and therefore, those who are involved should change too. The best too for this change is through research on new viable benefits strategies and how to use them.

### Be Creative

Every new benefits strategy is as a result of creativity. To avoid being the last person to adopt what competitors have started, creating new and unique ways of motivating and encouraging employees.

### Conclusion

Benefits policy and strategy has surely gone to a completely new level with every human resource manager trying to keep or acquire the best kind of employees there is. The only difference is on the way they do it.

### References

WorldatWork. (2007). The WorldatWork handbook of compensation, benefits, & total rewards.

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