

Employee benefits and services

Business



Employee Benefits and Services Number] [02/02 In order to attract or retain a workforce, organization need to offer an incentive that could keep a non-citizen in the firm. One might ask the need to give rewards to a non-citizen equivalent to a citizen including retirement or health insurance plans, the simplest answer to this is they are equally competent, providing the similar services, acquainted with the same skills and hence working with loyalty towards the prosperity of the organisation. After a research, it has been found that the productivity and contribution of a non-citizen is relatively higher than a native US Citizen. The reason behind this is that he/she enters the country with an aim to attain financial stability through struggle and hard work . Therefore, they work hard to gain opportunities and occasionally become successful eventually as a good entrepreneur.

There has been a continuous debate on whether a Citizen or Non-Citizen should receive the same employee benefits working for the same organization or country (United States). One view point is that if a person who is not a citizen, but has been working in US legally, is entitled to Social Security Number and subsequently, he can receive benefits almost equivalent to a native US Citizen. This provision was passed on January 1, 2004 that a non-citizen can be granted SSN if he stays in the country and works legally. A non-citizen is also entitled to unemployment benefit if an organization terminates his contract without any valid reason and after he has received SSN. (U. S. Social Security Administration).

A non-citizen can get health insurance, can get paid leaves, and is also entitled to retirement plans if he stays in the organization for a long term. So, a person who leaves his native country and works in an alien country legally and designates his time for the economy deserves to receive all the <https://assignbuster.com/employee-benefits-and-services/>

employee benefits that a US National does.

Work Cited

U. S. Social Security Administration. Noncitizens receiving Social Security Benefits. On February 2, 2013.