**Part 11 - material for practicing**

 **Employee benefits and cafeteria**

What is the relationship between providing benefits and motivation?

Which of the benefits increases the effort of the workers (their effort for a good result) and which increases the motivation to stay in the company?

Meal tickets have provided by many firms. It is very widely known that this is an extended benefit. How can the motivation of a worker to be influenced by the fact that his employer does not provide meal vouchers to his employees?

How will it affect workers' motivation if the employer stops providing the long-term benefit? Why? What can an employer do to make this step more positive for employees?

What is the principle of Cafeteria?

What are the advantages and disadvantages of Cafeteria?

What are the kinds of Cafeteria ?

Suggest 3 benefits for these groups of employees in terms of their work.

* teacher at university
* state administration employee
* assistant of company director
* worker near belt
* manager in logistics department
* accountant in the company
* employee in R&D
* truck driver
* general manager of large enterprise
* employee in controlling

Examples of benefits

Financial services - pension, capital insurance, loans, life insurance

Health care - vitamin packs, rehabilitation, massages and bubble baths, surcharges for health care not covered by health insurance and medical aids, stays in medical facilities, medical examinations, health care for a member of the employee's family, psychological care (stress therapy, mental hygiene) ), various spa procedures, health shoes, regeneration problems

Development and education - various types of courses, language courses, communication skills courses, support for increasing the level of skills eg skid courses, support for further studies,

Leisure - free tickets to the fitness center, relaxation studios, bowling, sauna, squash, sports courses. free tickets or discounted tickets to theater, cinema, concerts, fairs and exhibitions and other social events.

Professional background - premium aids, mobile phone, laptop, company car for private purposes

Social mix. - holiday allowance, children's camp allowance, social assistance for survivors, meals allowances, temporary accommodation for employees, transport to work, free and discounted employee tickets, lending to employees (car, tap), marriage allowance, childbirth, housing and energy allowances

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