Benefits and the Workplace for a Modern Workforce

Recruitment Opportunities

YOUR WORK CULTURE
The Benefits Most Important to Employees

Respondents said the following were the benefits most important to a majority of their employees:

- Health care benefits
- Retirement savings and planning benefits
- Lower benefits
- Flexible working benefits
- Professional and career development benefits
- Wellness and preventive health benefits
- Financial benefits
- Family-friendly benefits

(Society for HR Management 2016 Survey of HR professionals)

What keeps employees at OMAG?
Effective practices:
Compensations and Rewards

- Lead the market; pay more than other employers
- Tailor rewards to individual needs
  - parental leave
  - sabbatical leave
  - more time off for hobbies
  - retention-based pay increases
  - ability to work remotely
  - cafeteria style benefits
- Positive feedback; specific, sincere

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- Effective practices:
  - Compensations and Rewards