



Unit 16 — Company Benefits and Compensation

Reading: Company Benefits & Compensation

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The days of simply paying employees a **salary** and giving verbal praise for a job well done are long gone. Companies that want to attract high potential workers must offer more comprehensive and varied **perks** and **compensation** packages in today's competitive labor market. Appealing company **benefits** are vital to keep staff engaged and productive. But what exactly are these benefits and compensations, and why would people choose them over just being paid a sum of money and be done with it? In this article, we examine the range of company benefits and compensations you will most likely encounter in the job market, using examples from real life. Prepare to learn about the many rewards and compensation options a firm can offer, from stock options and bonuses to health and dental insurance, and more...

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Discussion Questions

Which common company benefits and perks are the most appealing to you? Which would you demand when interviewing for a new job, and which could you live without? Discuss.

Why do you think it is important for a company to offer a variety of benefits to employees? Can you think of different employee needs depending on age, country, etc.?

How do you think the Covid-19 pandemic has influenced the benefits and perks offered by companies?