

Chapter 6

## Pay, Benefits, and Working Conditions

- ❖ Understanding Pay, Benefits, and Incentives
- ❖ Work Arrangements and Organizations

Lesson 6.1

## Understanding Pay, Benefits, and Incentives

### GOALS

- ❖ Compute payroll deductions and net pay.
- ❖ Identify optional and required employee benefits and recognize their value.

## Gross Pay, Deductions, and Net Pay

- ❖ Hourly wages
- ❖ Overtime
- ❖ Salary
- ❖ Deductions
- ❖ Net pay
- ❖ Self-employed requirements

Gross pay
— Deductions
Net pay

## Benefits and Incentives

- ❖ Profit sharing
- ❖ Paid vacations and holidays
- ❖ Employee services
- ❖ Child care
- ❖ Sick pay
- ❖ Leaves of absence
- ❖ Insurance
- ❖ Bonuses and stock options
- ❖ Pension and savings plans
- ❖ Travel expenses

## Insurance

- ❖ Health insurance
- ❖ Life insurance
- ❖ Dental insurance
- ❖ Vision insurance

Lesson 6.2

## Work Arrangements and Organizations

### GOALS

- ❖ Explain several flexible job arrangements.
- ❖ Describe the role of unions and professional organizations in the workplace.

## Flexible Work Arrangements

- ❖ Altered workweeks
  - Flextime
  - Compressed workweek
- ❖ Job rotation
- ❖ Job sharing
- ❖ Permanent part-time
- ❖ Telecommuting

## Labor Unions and Professional Organizations

- ❖ Functions of unions
- ❖ Types of unions
  - Craft unions
  - Industrial unions
  - Public-employee unions
- ❖ Professional organizations