

Reflection

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Introduction

Employee benefits can be addressed as indirect compensation to the employees. The performance of the business has been enhanced with the help of employee benefits programs. The benefits to the employees are mainly given through their salaries. Employee well-being is a vital component of a lively work environment in an organisation. Employee well-being surely affects employee behaviour (Rasool et al., 2021). The report will highlight the reflection on enhancing employee benefits and employee well-being.

Reflection on Enhancing Employee Benefits

I was collecting data about enhancing employee benefits and in this process, employees feel appreciated or valued in the workplace. Improving employee benefits can also enhance employee satisfaction and productivity while decreasing worker turnover. Additionally, I understood that this could ultimately establish a more productive and positive work environment. I also gathered data about enhancing workers' benefits which ultimately led to achieving team objectives and less workplace stress. Higher employee retention and lower employee absenteeism also positively affect an organisation's overall growth and sustainability (Al-Suraihi, Samikon and Ibrahim, 2021). I also got to know by collecting data that enhancing employee benefits provides better customer satisfaction.

Sometimes, I have seen that companies give some fringe benefits for maintaining the retention of employees (Dutta, 2019). The employees always want some appreciation as well as recognition for their hard work. Understanding the factor of employee benefits, I can say that it provides high job satisfaction to the employees. To complete the presentation regarding employee benefits, I have collected the most valuable and accordingly relevant data from the books and journals from Google Scholar. Alongside that, I have searched multiple websites to figure out the statistical information on the topic of the presentation. While researching for the presentation work, I have come to know that modern marketers are taking more initiative for satisfying their employees at the workplace. The companies give innovative gifts at the end of the year based on the performance of the employees. Nowadays, companies provide abroad tickets to their best-performing employees. In this way, the retention rate of the employees will be enhanced in

the upcoming days. I can ensure that every research data for this presentation is authentic and genuine as well. All data is collected from genuine sources.

I was researching the topic of Enhanced employee benefits. Enhanced employee benefit is associated with the employable and engaged workforce of an organisation that can enhance several beneficial outcomes for them such as the well-being of the employees (Veth et al., 2019). The main objective of my research was to analyse the importance of enhanced benefits for employees. My first task during the research was to gather the required data for conducting the research and then collecting them. I have collected all the data regarding this topic from various websites and Google Scholar. I have chosen descriptive methods like reading books and journals to analyse the topic in detail. Then I tried to create a sync between the present information and my thoughts regarding the topic. After analysing, I found that there were many gaps in the information present in the books and journals. Thus, I have added all the updated information and findings in my research paper about the significance of enhanced employee benefits.

The outcome of my entire research work was excellent. I was happy with the final report because all the information gaps about enhanced employee benefits presented in the books and journals were filled in my report. Therefore, my research project became a complete source of information for future research scholars. The datasets presented in my project were authentic and I have maintained academic integrity while conducting the research. Therefore, my entire research project came out as an authentic source of knowledge about enhanced employee benefits.

Reflection on Employee Well-being

I collected data about this topic because organisations that promote employee wellbeing can significantly reduce the stress level of employees which is crucial to run a business. This resulted in maintaining a productive and positive working environment which significantly helped in the growth of the organisation. Therefore, the data I collected on employee wellbeing was surely effective for maintaining employees' work-life balance. The development of an effective employee engagement strategy is truly dependent on employee well-being because well-treated employees are more engaged with the organisations.

Employee benefits and employee well-being are both crucial parts of a healthy working environment within organisations. I heard both of these terms before conducting this

presentation. I have collected data on both of the topics from Google Scholar and different websites. Firstly, for a brief understanding of employee well-being and benefits, I have randomly searched on Google. There I have studied that employee well-being is referred to as the emotional, mental and physical condition of workers and labourers of companies. Working hours, payments, and safety at the workplace have impacts on their well-being. Besides that, I have studied that employee benefits include disability insurance, corporate discounts, paid vacation, paid sick leaves, retirement plans, bonuses, paid parental leaves, training of employees and others. Secondly, for gathering profound knowledge I have studied several scholarly articles, journals, and case studies. There I have found the structure of employee benefits and well-being are different sector-wise. I observed the advantages of employee benefits and well-being that the employees enjoy. Besides that, there are differences in employee benefits pre and post covid situation, as well as the structure of benefits, which is different from country to country (Shtembari, Kufo and Haxhinasto, 2022). The journals have different information regarding how employees' benefits and well-being influence their performances (Kadir et al., 2019). I have studied previous research papers of different scholars also.

I gathered various crucial information about the study from Google Scholar, journals and articles. Thereafter, I went through the process of logical techniques and statistical analysis to evaluate, recap, illustrate or describe data. However, I had presumptions about employee well-being and I tried to connect between my thoughts as well as analysed. It was found that employee well-being benefits boost employee morale and enhance their performance in the workplace (Baquero, 2023). I also understood that there are various gaps in these books or journals. Therefore, I changed as well as updated some data in my study so that it could provide some genuine information.

Conclusion

Therefore, it can be concluded that a significant amount of research has been done on this topic. Most of the previously made data showed that employee maintaining well-being at the workplace matters a lot for the human beings who are spending most of their time of the day at the workplace. It can be concluded that issues such as inadequate rest, inadequate pay, and inhumane work hours severely affect employee health.

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