

### **3 Remuneration and Safety**

#### **3.1 Planning Assessment Strategy Jobs**

When companies establish new positions within your company need to establish what are the characteristics of this post so that potential employees can learn what skills or abilities needed to be elected and if they meet all the requirements. This requires designing the job , this is done by setting the tasks and responsibilities that the person who has this post should do with your team.

After the post was designed to identify the tasks , duties and responsibilities that are expected to perform at work. Skills are also established that the person must possess to properly fulfill the tasks requested. This process is known as job analysis . This process is extremely important because it helps any person employed or contracted and meet the essential needs to have company on this post. This makes the company benefits because highly qualified hires and avoid problems due to lack of knowledge or skills.

In the analysis of jobs are two branches : the job description and specifications. The job description is a written summary of the duties, responsibilities and working conditions , plus it includes a list of details. Job specifications are the skills and details necessary to satisfactorily perform the job. When the description and job specification are very detailed help improve the quality of service and the company has a higher level of performance within a company because even though almost all companies are very similar positions , each has an end , political and working differently . That is why , in spite of that each position is very similar , the details help to learn more about the need for the company.

If carried out properly, this tool can also be used for other business processes , such as setting monetary reward , check whether an employee is fulfilling the functions of his office , planning the training , depending on the guidelines established for the job, or promote employees .

#### **3.2 COMPENSATION MANAGEMENT**

The compensation (wages, salaries, benefits) is the gratification that employees receive in exchange for their work. The administration of the personnel department ensures employee satisfaction, which in turn helps the organization to obtain, maintain and retain a productive workforce.

The results of the lack of satisfaction can affect the productivity of the organization and result in deterioration in the quality of the work environment. In severe cases, the desire for better compensation can reduce performance, increase the level of complaints or drive employees to find a different job. Furthermore, the lack of interest wake function can lead to poorly compensated absences and other forms of passive protest.

An inadequate level of compensation also leads to difficulties, feelings of anxiety and distrust by the employee and loss of profitability and competitiveness of the organization.

Finding the balance between compensation satisfaction obtained and the competitive strength of the company is the focus of the personnel department regarding the remuneration of the work .

Compensation is not the only way to link performance with overall business strategy . The human resource planning , recruitment , selection, placement , development, performance appraisals and career planning help coordinate individual efforts with overall business strategies .

Direct compensation includes wages and salaries , bonuses and profit sharing , plus indirect compensation in the field of employee benefits .

### **3.3 INCENTIVES AND PROFIT SHARING**

The incentives and profit sharing compensation approaches are specific accomplishments that drive . Establish incentives performance-based incentives and not seniority or hours has been worked . Most often , they are granted on an individual basis .

The profit sharing establishes a relationship between the improved performance of the organization and distribution of the benefits of that improved performance among workers. Usually applies to a group or all employees , and does not apply on an individual basis . Both incentive schemes such as profit sharing is used as a supplement to traditional techniques of wages and salaries.

Interest in the area of nontraditional compensation has led many of the challenges of a higher level of competition .

These compensation schemes are aimed at :

- Linking compensation to performance , productivity and quality .
- Reduce the costs of compensation.
- Improve the level of employee participation and ownership .
- Increase teamwork and certainty of participating in a common enterprise .

Although individual compensation can be increased , the overall costs of the compensation of the organization may decrease due to the increase in productivity levels .

### **3.4 FEATURES AND SERVICES STAFF**

The trend has been to experience an expansion of benefits and services , which has grown more ( proportionately ) the salaries and wages.

Among the most commonly provided services include contracted life insurance at group level , accident insurance , medical insurance parallel to welfare , dental services, plans to acquire shares , plans to boost sports activities , special benefits for holiday periods , special benefits for child birth , marriage , death, family , food service business establishments , academic aids employees or their children , childcare .

Contrary to what happens to wages and salaries , which are directly linked to the performance , benefits and services are granted only by the fact of belonging to the organization.

The overall compensation is the sum of direct and indirect compensation (benefits and services). Some of these indirect compensation are incorporated as legal obligations.

### **3.5 Safety and Health**

The state and employer contributions and employers' own employees , safeguard , through a system of social insurance of workers against the risks of a general nature , and especially from work .