

Read the following information.

Overtime or Bonus?

You work in a busy office. Sometimes you work overtime. Your manager wants to pay the staff extra money for each hour of overtime; however, some people disagree. They think the staff should get extra money as a bonus once a year if the company makes money. The manager has asked you to respond to an opinion survey.

Choose the option that you prefer. Explain the reasons for your choice. Why do you prefer your choice? Write about 150–200 words.

Option A: I would prefer to be paid for overtime.

Option B: I would prefer a bonus at the end of the year.

Level 12 Response

I prefer an annual bonus because it can effectively serve the inherent needs of the employees and the company. Let's first speak about the employees. Receiving regular overtime payment is certainly attractive. Who wouldn't want to be compensated for the extra work that he/she puts in? However, one might not really value that extra money - simply because it is received regularly. I once read a research study which suggested that even if we receive extra money over our regular compensation, we subconsciously find a way to expend it. The story is different when a lump sum amount is received in the form of an annual bonus. We suddenly appreciate the significant addition to our bank balance, and prepare plans to use it effectively.

Such annual bonus plan works well for the company too. Firstly, the company needs to pay only when it makes money. Secondly, it ensures that the employees are exerting well-directed efforts and not just spending useless extra hours at work. The employees know that the only way they can earn their bonus is by generating results for the company.

Therefore, the annual bonus plan fits the bill and is fair for both parties.