

# MGMT 373 - Human Resource Management

Spring 2014

## Evaluation and Feedback Form

Discussion Starter

### TEAM INFORMATION

John Bourne & Jennifer Radcliffe

### GRADE INFORMATION

#### Points

#### **Presentation Quality - Summarize Facts, Issues, Takeaways (34 points) Y**

- Contains a title slide (group member names)
- Overview, background, context, setting
- Defined relevant terms
- Three-to-four takeaways (please be clear – your class will be tested on these)

#### **Other Presentation attributes (33 points)**

- Arrived early to upload slides Y
- Group Members introduced themselves to audience Y
- Both members presented an article/experience Y
- Relates to Topic Y
- Defined relevant terms Y
- Clear, concise, well-organized (i.e. a cohesive and integrated story)

#### **MOSTLY ... A QUICK OVERVIEW OF FRIENDSHIP WOULD HAVE BEEN HELPFUL -1**

- Source prominently listed (e.g. include Author Name, Year, Article Name, Publication, etc. - so anyone with internet access can easily find your source) after first slide? Y
- Convincing Y
- 4-6 slides Y

#### **Organization & Writing Style (33 points)**

- Summarize facts, issues, and takeaways Y
- This page and article included (i.e. cut and pasted before summary of facts and issues) Y
- 2-3 pages that adheres to applicable format instructions in syllabus Y
- Well organized/structured Y
- Tells cohesive and integrated story (i.e. one unified story) Y
- Defined relevant terms? Y
- Free of grammar mistakes SOME MINOR ERRORS
- Easy to follow; enjoyable to read -1 A ONE-SENTENCE DESCRIPTION

#### **OF FRIENDSHIP WOULD HAVE BEEN HELPFUL**

- Cited sources within text? (e.g. (Smith, 1994); (Smith & Joe, 2009); (Noe, Hollenbeck, Gerhart, & Wright, 2007)) SOME MINOR ERRORS -1

**Total**

**97/100 =97**

Excellent Job! My comments are embedded within the text.

Group Discussion Starter  
Employee Benefits  
John Bourne  
Jennifer Radcliffe  
MGMT 373 – 901  
April 21, 2014

Author Name: Kevin Smith  
Year of Article: 2013  
Name of Article: Google Employees Reveal Their Favorite Perks Working For The Company  
Publication Name: Business Insider

# Google Employees Reveal Their Favorite Perks Working For The Company

By: KEVIN SMITH

MAR. 6, 2013, 11:02 AM 576,913 8

Read more: <http://www.businessinsider.com/google-employee-favorite-perks-2013-3?op=1#ixzz2zSVFD4Y7>

[Google](#) jobs are some of the most sought after positions in the entire tech industry. Employees who work for the search giant don't have to worry about much besides their work. [Google says](#), "the array of benefits of perks aim to ensure that Googlers remain happy and healthy in all aspects of their lives."

Google provides its workers with a lot of perks, most are unheard of at the average 9-5 gig. Some former Googlers and a few that are still with the company [listed their favorite benefits on answers site Quora](#).

Employees have access to free rental cars if they need to run an errand, free gyms on campus, and some offices even offer on-site daycare.

The rest of the perks are sure to make you rethink just how good your company's perks are.

## The free gourmet food and snacks are never-ending:

Googlers love their jobs at the search giant because they are well fed. Employees get free breakfast, lunch, and dinner. There are also coffee and juice bars scattered throughout campuses.

[One Googler commented](#) that they loved the food perk because, "it saves me time and money, and helps me build relationships with my colleagues."

Here's what a former employee [said about the food perks at Google](#):

While providing free food and drinks is getting more "normal" for start-ups these days, it was definitely my favorite and most-used perk at Google. I would start my

morning at one building that had a coffee bar with full-time barista who would make whatever drink requested, for free. I would then head over to the building I worked in for free breakfast and take it to my desk. Lunchtime would come around and I'd head to one of Google's 25+ cafes for food. At Google you're never further than 150 ft. (or so) away from food, so micro kitchens with coffee, drinks and snacks are close by. If you stay to work late, you can grab dinner at Google too. Because Google's campus is not close to many restaurants, having food saves their employees lots of time while still providing plenty of variety and options.

## Working at Google you're exposed to amazing people and great thinkers:

Google cofounders Larry Page and Sergey Brin

One Googler said that the company is a great place to "see, listen to and meet with people who I grew up reading about."

Another Googler had only [great things to say about his co-workers](#):

We are surrounded by smart, driven people who provide the best environment for learning I've ever experienced. I don't mean through tech talks and formal training programs, I mean through working with awesome colleagues -- even the non-famous ones.

I've worked at several other .coms and have never been more challenged and energized professionally from my colleagues than at Google. People are generally happy to work there, they come from diverse backgrounds, and almost always have an interesting story to share.

Besides being exposed to tech leaders, there are often talks with celebrities and other thought leaders.

## Googlers feel like they are really living in the future:

Because Google is one of the top technology companies in the world it no surprise that employees are at the forefront of technology.

Googlers get to use the company's products to get work done, "including those that have not yet been released to the public," [an employee shared](#).

"Chrome was my primary browser before it was announced. I've used phones, tablets, and Chromebooks before they went on sale. It's fun. I get a sneak peek at the future, and if I give good feedback or get even more involved, I can shape it as well," he said.

## The TechStop helps Googlers stay plugged in with 24/7 tech support:

Google has some of the best and brightest IT specialists available to help other employees get their jobs done.

The TechStop is Google in-house tech support shop, it provides Google employees guidance with all hardware and software needs and problems 24 hours a day seven days a week.

[One employee likes The TechStop](#) so much "because it's just such a practical approach to solving the simple problems that get in the way, for example if you forgot your laptop power supply - go get another.

## Googlers at the Mountain View campus get a free ride to and from work:

The free shuttle allows employees to live all over the San Francisco Bay area.

Googlers don't have to worry about how they will get to work or deal with San Francisco's public transportation system.

## You can take your pets to work:

Googlers are free to bring their pets to work.

A former Googler, [describes bringing his dog to work](#):

My mild-mannered and quiet Shar-Pei accompanied me 2-3 times a week and became a constant presence in my team and work area. Though managing a dog between meetings can sometimes be challenging, having her with me meant that every few hours I needed to get outside and take a break which helped me manage my energy. In addition my dog brought a lot of spontaneous joy to my colleagues who sometimes sought her out when needing a break from an arduous task.

## Google cares about your general well-being:

Employees can give each other "massage credits" for a job well done on projects. The massage credits can be redeemed for a free one hour massage on campus.

Besides massages, one engineer at Google [describes what it was like when he got an injury](#) while working at the search giant:

I got an injury while I was in the U.S. and needed to have three surgeries and follow-ups that in total made me not being able to work for five months. Starting with my manager and colleague, the entire company was really sympathetic with what

happened to me and encouraged me to concentrate on getting healthier. When I came back an extended time I was definitely feeling stressed, but my manager set her expectations fairly, which enabled me to ramp up very quickly and continue where I left off.

**Every Friday employees can unwind and socialize with free beer and wine.**

**Maternity leave for Mom and Dad plus a bonus:**

It's typical for mothers to get up off of work for up to six weeks after having a child but at Google it's another story.

At Google, new dads receive six weeks of paid leave while moms can take 18 weeks after the birth of a child. Employees' stock continues to vest and they continue to receive bonuses while they are on leave.

The Goog even gives us a bonus, called "baby bonding bucks" shortly after our baby is born to help with expenses like diapers, takeout, and formula during our leave. I haven't heard of other companies offering parental benefits within a country mile of Google's.

After moms return to work there are free on-site daycares for children.

**Considerable death benefits:**

If a Googler [passes away](#), "all their stock vests immediately, and on top of the (not atypical, I think?) life insurance payout, their surviving spouse continues to get half of the Googler's salary for the next 10 years. And there's an additional \$1,000/month benefit for any of the Googler's children."

**Free fitness classes, gyms, and organized intramural sports:**

I love to think in the shower and frequently worked out ideas in there. The opportunity to get outside and run around if you had some energy to work off, knowing you could just shower and switch into some other clothes helped alleviate a lot of the fidgety energy I felt being pent up in a cubicle. It let me focus on work. I also felt comfortable pushing myself harder on my morning bike ride in, knowing I could shower and change when I got there.

They provided towels. I don't think I would have used it as often if I faced dragging a wet towel around all day. They didn't have conditioner, but I think most dudes would have been happy with the bodywash/shampoo combo they provided.

## The 80/20 Rule:

AP Photo/Connie Zhou

The 80/20 rule allows Googlers to dedicate 80 percent of time to their primary job and 20 percent working on passion projects that they believe will help the company.

## Google provides employees with a free concierge service to handle errands:

[Google provides a ton of convenient on-site services](#) in many of its offices - particularly at the Mountain View headquarters - to reduce the errands Googlers have to run after work or on weekends.

ap

For example, Googlers Corporate Concierge team can assist with everyday tasks such as planning a dinner party as well as more unusual requests, like finding a jewel-encrusted scepter to accompany a Googler's special Halloween outfit. The company's on-site services save workers time so that they can instead spend with family and friends or enjoying other hobbies.

Here are some of the other services employees can get done for them:

- oil changes
- dry-cleaning and alterations
- car wash
- DVD rental
- ATMs and credit union services
- bike repairs
- haircuts
- laundry (Mountain View office)

## High Risk-Reward Ratio:

A current employee wrote that the [risk-reward ratio was very high at Google](#):

We have an amazing business that keeps growing, that customers and users love, and that provides us with more job stability than almost any other company. It's not going to make any one of us rich, but the risk-reward ratio is pretty good, and sustainable.

## Extended time off to follow your passions:

In addition to vacations, Google's leave policies give workers more opportunities to explore life outside of the workplace.

Googlers can take up to one three-month leave of unpaid time off, under specific circumstances. Health care benefits continue for unpaid leaves of up to three months. Googlers can use their time off to work with non-profit organizations, political campaigns and other community-oriented projects they're interested in.

EXAMPLE - Two-person dicussion starter



The topic for today is employee benefits which is defined as “compensation in forms other than cash” (Noe, Hollenbeck, Gerhart & Wright, 2007: 384). To begin today’s discussion about employee benefits, we would like to present one article and one personal experience. In researching this topic, we found that Google excels when providing employees with benefits in forms other than cash. An article that emphasizes this point is “Google Employees Reveal Their Favorite Perks Working For The Company” by Kevin Smith of the ~~business~~ **Business Insider**. In addition, Jennifer’s experience working for FRIENDSHIP across the world encompasses how non-monetary benefits and incentives can motivate employees to excel in their specific work tasks. Together, this article and experience demonstrate ~~the potential for~~ **how?** non-monetary benefits to play a crucial role in employee productivity, motivation, and retention. **[NICE OPENING PARAGRAPH... THANKS FOR FOLLOWING MY TEMPLATE]**

Once again, the relevant article is “Google Employees Reveal Their Favorite Perks Working For The Company” by Kevin Smith of the Business Insider. This article is relevant because it outlines some of the specific employee benefits that Google employees receive, and includes comments on why ~~the~~ employees appreciate those benefits. An example of a popular employee benefit at Google is the life insurance payout plan. This benefit is an alternative to a term life insurance policy, which provides an employee’s family members with a payment called a death benefit-usually twice the employee’s yearly pay (Noe, et al., 2007: 396). In the event of an employee’s death, “their surviving spouse continues to get half of the Googler’s salary for the next 10 years. And there’s an additional \$1,000/month benefit for any Googler’s children.” (Smith,

2013). **[THIS IS AN AMAZING BENEFIT]** This benefit is particularly important to employees with families because it gives them comfort in knowing that their family will continue to be taken care of by the company. This encourages employee loyalty to the company, and helps keep employee retention high. Another popular benefit among Googlers is the free fitness classes, gyms, and organized intramural sports. ~~The on-On-~~ campus gyms give employees the opportunity to take a break from work and work off any stress they may have from the job. ~~The i~~ Intramural sports encourage camaraderie among employees, making their work environment more enjoyable. An added bonus of this benefit is that exercise and physical activity promotes a healthy lifestyle, which can help lower health risks and health insurance costs. **[THAT'S RIGHT!]** The implications of this article are that the various employee benefits at Google give employees an incentive to be more productive and loyal to the company, in ways that pure monetary compensation could not. **[GOOD POINT]**

Jennifer's relevant experience is from working for FRIENDSHIP across the world in Panama. **[WHAT IS FRIENDSHIP ACROSS THE WORLD?... A ONE-SENTENCE DESCRIPTION WOULD HAVE BEEN HELPFUL.]** It is relevant because she was provided with employee travel benefits that were contingent on her performance, which motivated her to succeed in her job. Beyond this, the travel benefits are so popular that employees are willing to accept low pay for working for the entire summer. All AMGOS employees are required to fly to Houston once during March for staff training, then during the summer they must travel to and from their assigned project country. One of the main benefits of working for FRIENDSHIP is that employees can choose their flight routes and flight dates, which enables employees to go pretty much

anywhere they want for free during their work trips. For example, Jennifer was able to book her flight home from Panama through El Salvador and spend some time there before finishing her journey back home to Texas. By booking plane tickets far in advance, in bulk, and through a travel agent FRIENDSHIP is able to allow employees to book any plane ticket they want for about the same price as the base fare. This enables FRIENDSHIP to provide employees with an extremely popular benefit, at an extremely low cost. **[THIS IS A VERY INTERESTING AND UNIQUE BENEFIT!]** Beyond this, the plane tickets are contingent upon employee performance, which motivates employees to exceed expectations during their time working abroad. The implications of this experience are that companies are able to use creative, low cost employee benefits to motivate employees and even make them willing to accept less pay. **[NICE]**

In sum, this article and experience are relevant to today's lecture for three reasons. First, employee benefits can promote company loyalty among employees, which can decrease turnover and increase retention. Second, giving incentives to keep employees on the job site can help increase employee productivity. Third, highly sought after employee benefits can make employees willing to accept less monetary compensation. In conclusion, in today's business world it is important for companies to look beyond just monetary compensation for compensating and motivating employees.

**[EXCELLENT SUMMARY!]**

## References

EXAMPLE - Two-person dicussion starter