

EVOLUTION OF WORKPLACE PERKS: WHAT EMPLOYERS ARE DOING TO REDEFINE THEM



In recent years, the expectations of employees have evolved. In the past, a competitive salary and basic healthcare were enough to attract talent. However, post the global pandemic has led to a shift in working models, with more focus on supporting employees, including work-from-home options and hybrid models.



Here Are Interesting Ways To Redefine Perks That Employers Need To Know

1. Optimal Work-Life Balance

Balancing work and life is challenging due to busy work schedules. Employees seek companies that promote a healthy work-life boundary, emphasizing the importance of maintaining work hours that don't encroach on personal life to ensure employee well-being.

2. Flexible Working Hours

Offering flexible working hours provides significant benefits to employees by eliminating the need for strict reporting times. It allows employees to work their required 8 or 9-hour shift without being tied to specific hours, enabling them to address personal matters before work. Options like rotational or flexible shifts can be appealing to employees.

3. WFH & Hybrid Working Models

In the wake of the global pandemic, hybrid and WFH facilities have yielded cost savings for employers and employees alike, reducing expenses such as commuting, food, and office attire. This flexible approach benefits individuals like new mothers and those aspiring to work with their dream companies across different locations, fostering career growth and excellence without geographical constraints.



4. Mental Health Support

Employee well-being encompasses mental health, which is as vital as physical health. Stress and personal challenges can significantly impact productivity and work quality.

Providing on-site mental health experts and wellness programs can help employees effectively address their issues, promoting a balanced focus on mental health alongside other aspects of their lives.

5. Sufficient Mini Breaks/Time Off

Extended 8 to 9-hour work shifts can be draining both physically and mentally. Providing short breaks away from the desk, along with amenities like game rooms, gyms, quiet spaces, and more, can rejuvenate employees, boosting their mood and productivity. These facilities also foster workplace camaraderie and strengthen employee relationships.

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6. Physical Health Supportive Facilities

Numerous big companies offer gyms and recreational areas to promote employee well-being during post-work hours. Providing these facilities prioritizes employees' physical health, especially since they spend a significant portion of their day at work. This helps organizations stay competitive with larger companies that already offer such amenities.

7. Pet-Friendly Workplace

Larger organizations can provide designated pet-friendly spaces with guidelines. They can offer essential amenities such as litterboxes, pet beds, water stations, waste disposal areas, and more. Your pets can have a playroom with toys while you take short breaks to spend quality time with them.



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