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Discussion

When an organization considers giving aids to its staff, it can do so to support both the entity and the employees. Besides, certain assistance is valued by the staff and the entity as well and offering these aids results in a win-win situation for both parties.

One of the benefits that offer greater value to employees and the organization is health insurance. Employees with zero health insurance covers are likely to miss work when they get sick. Consequently, according to Dizioli & Pinheiro (2016), an absent employee is non-productive and does not contribute to realizing an organization's goals. By offering employees health insurance covers, organizations take a proactive approach. Furthermore, the health insurance is of great help to employees because their medical needs are addressed. A company also benefits since an insured worker will seek medical aid when sick and is less likely to miss work.

Another important benefit involves employee assistance. Many organizations have psychological departments to help their employees deal with traumatic events either at home or on the job. Also, an employee who experiences traumatic events is less likely to focus on their work, leading to a reduction in productivity which hurts an entity's performance. Under the employee assistance program, such employees can receive psychological help from professional counselors to ensure they recover from their traumatic experiences and become productive again (Sonnenstuhl & Trice, 2018). Besides, employees should be offered retirement packages to secure their future. Once they are assured of a secured future upon retirement, the employees will be motivated and in the end, an organization will realize quality output from such employees.

Employees should be offered benefits like paid or unpaid vacation to allow them time to relax away from work and come back when they are refreshed and more productive. Also, other

benefits like health insurance and employee assistance programs benefit the employees and the organizations they work for as well as the employee's remain productive.

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