



# **UNIQUE HR POLICIES**

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# AMAZON



"THE OFFER"

# Employee Benefits

- Once a year, Amazon offers their employees a unique opportunity to get paid to leave the company—on one condition—never work for Amazon again. The employees are offered \$2,000 to \$5,000 in this situation.
- The Offer is a source of motivation for employees—to be more passionate about their work and keyed into having the best interest for the company's success.
- The process typically weeds out unhappy employees since they have nothing to lose.



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# How Amazon Benefits

- Their workforce is filled with engaging and productive employees. -- Employees will be more committed to do their jobs
- Employees might end up staying longer than they would have.
- Fresher and more innovative minds are given employment opportunity.
- Values of the staff will match values of Amazon. i.e., they will be on the same page.



INTUIT

"SPOTLIGHT"

# Employee Benefits

- Spotlight by Intuit is a highly praised employee recognition program. Its aim is to shine a spotlight on employees that have demonstrated their dedication, innovation, and performance.
- Team appreciation: Employees can recognize outstanding performances of other employees by sending an online "thank you" to the employee with a copy to the recipient's manager.
- Employees get feedbacks on their excellent performance.
- They get to pick how they wish to be rewarded – either a gift card or charitable donation in their name.

# How Intuit Benefits

- Employees are motivated to give their all for the company.
- Within its first two years of introduction, about 95% of the employees received more than one awards
- Performance driven attitude is introduced into the company's culture.
- It is easy for managers to implement; i.e., no



**NETFLIX**

"PTO & PLP"



# Employee Benefits

- Instead of the traditional leave policies that companies follow, Netflix employees are allowed to take holidays according to their own preference, as long as it does not negatively affect the business.
- Also, through their Parental Leave Policy (PLP), employees are able to take up to a year off after having a baby. -- They can return to work whenever they feel that them and their baby are situated.
- Employees will have the opportunity to have a great work/life balance.
- Parents will have more than enough time to nurture their children. -- without the fear of losing their jobs.

# How Netflix Benefits

- Employees will value the company—because the company values them.
- They will have a high retention rate. Nobody wants to leave a company that allows them to be free and responsible.
- Employees will be encouraged to uphold and assess themselves with the company's values.
- Employees satisfaction and welfare will be positively impacted; which will tremendously increase productivity.

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