Executive Summary

Annual All Industries Benefit Benchmarking Survey" 2014

12/1/2014
Vantage Health & Benefits Consulting Pvt. Ltd.

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EXECUTIVE SUMMARY

Introduction:

We at Vantage Consulting believe that employee benefit programs in an organization are defined by following three factors:

a) People philosophy and culture of an organization
b) Statutory requirements
c) "Life Needs" of the specific employee group

HR managers today play a strategic role to understand each aspect of the above three factors and then create competitive, differentiated and innovative benefit plans for the employees. The **"Annual All Industries Benefit Benchmarking Survey"** 2014 from Vantage Consulting is aimed at supporting the needs of progressive organizations by presenting exhaustive details about each of the surveyed benefits. It will help organizations to understand prevalent market practices and enable them to assess their position versus the market at large and then develop competitive employee benefit plans for their employees and emerge as "Employer of Choice".

The findings of this year's survey are based on responses received from 129 organizations. The participants include both local and multinational organizations from various industries.

Scope of the Survey:

Following benefits have been covered this year under the survey:

- Health Benefits
- Insurance Benefits
- Wellness Benefits
- Leave Benefits
- Retirement/Separation Benefits
- Travel Insurance Benefits

Objectives of the Survey:

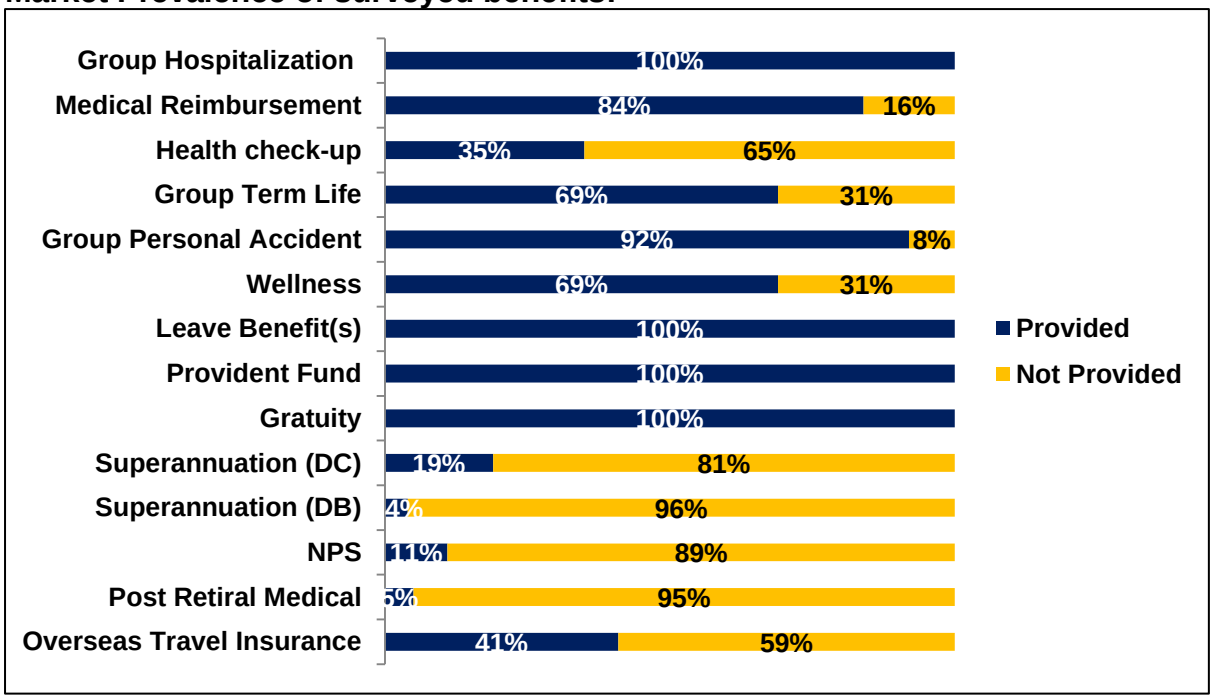
- Present "All Industries" benchmark data for the surveyed benefits
- Bring out the key trends with respect to each of the surveyed benefits
- Help organizations to benchmark their current benefit offerings vis-à-vis the market

Methodology of the Survey:

A detailed 6-step process was followed in a thorough and methodical manner:

- Step 1: Identifying the benefits to be covered in the survey
- Step 2: Finalizing the comprehensive questionnaire
- Step 3: Selection of participants based on industry and market standing
- Step 4: Data collection from each participant company
- Step 5: Data validation and analysis to check the completeness and accuracy of the data submitted and arrive at the findings
- Step 6: Preparation of the report to present the data and trends in an easy and comprehensible manner

Market Prevalence of surveyed benefits:



Hospitalization Benefit, Leave Benefits, Gratuity and Provident Fund are the most prevalent benefits amongst the surveyed employers.

Key Observations from the overall survey:

Benefits are getting designed based on "Life Needs" of the employees	• 100% of the companies provide hospitalization coverage to the employees and their dependents • Employer funded dependent parent coverage offered by 65% of the companies • Wellness benefits and programs offered by 69% of the companies • Emerging leave categories like Adoption Leave, Paternity Leave, Volunteering Leave, and Miscarriage Leave
Cost Management of benefits continue to be a matter of worry for employers	• 47% of the companies have introduced co-payment in their hospitalization coverage • 81% of the companies have hospital room rent restriction • Majority of the companies offer only statutory retirement benefits
Gaps continue to exist between Global and Indian benefit practices	• Comprehensive health coverage vs. hospitalization coverage • Voluntary employee funded parent coverage vs. employer funded parent coverage • Accidental & illness disability coverage vs. accidental disability coverage • Disease management & behaviour change wellness programs vs. awareness creation and health screening wellness programs