

Benefits Expected By Executive Level Candidates From Hiring Organizations



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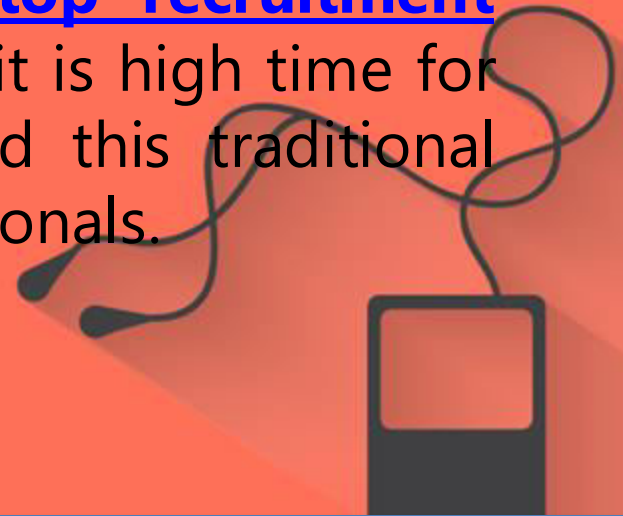


Please contact **Mr. Vijay Karkare**, Managing Director - Cornerstone India at: vijay@cornerstone.co.in

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When it comes to hiring professionals for executive positions in India, most organizations believe that offering a good salary package is the best way to attract the right candidates.

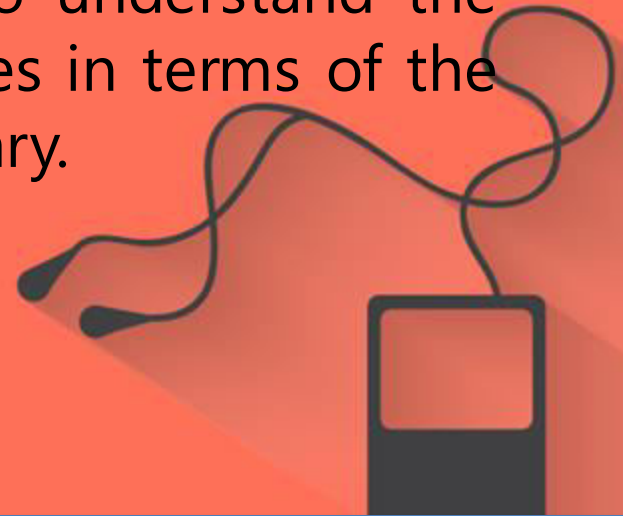
In fact, the professionals from the [top recruitment firms in India](#) are of the opinion that it is high time for the hiring organizations move beyond this traditional approach of recruiting the best professionals.



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However, with the changes in the employee expectations, most potential candidates seeking such positions look way beyond just a hefty pay package.

They recommend an approach wherein the business organizations invest time and effort to understand the expectations of the potential employees in terms of the benefits they expect apart from the salary.



Benefits Expected By Executive Level Candidates From Hiring Organizations

The most common of these benefits sought are discussed in brief as follows.

- A Comfortable Workplace With Great Amenities
- Flexible Work Schedules
- Proper Skill Training For Better Growth
- Health Benefits
- Vacation Time With Family



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A Comfortable Workplace With Great Amenities

Bland offices, comprising of multiple small cubicles with barely enough space to move are definitely a thing of the past.

Today employees, expect a comfortable workspace, which might not necessarily be extravagant, but offers all the facilities and amenities to keep them productive.

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The modern day workspaces need to be lively and beautiful while also being functional as per the changing business needs.

Flexible Work Schedules

Most executives today seek a greater flexibility in their work schedule, which makes it easier to balance their personal and professional lives. They believe that it is important to get the tasks done well in time and the management should not concern itself with the intricacies of when and where they are completed.

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Binding the executives to a fixed time schedule does not seem to go well with the candidates opting for such positions.

Proper Skill Training For Better Growth

In the modern work environment, it is imperative for the professionals to keep improving their skills to beat the competition and enjoy better growth opportunities. In this respect, the executives expect their employers to support their skill training initiatives, financially and otherwise.

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The aspiring executives believe that since their current employers will also benefit greatly from such skill training programs, sponsoring them is truly justifiable.

Health Benefits

It is a well-known fact that healthy and fit employees tend to be more productive and ensure better profitability for the organization. As such the executives expect the hiring organizations to invest in their health and well-being.

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In this respect, the executives expect their employers to actively contribute in their health insurance and mediclaim policies so as to cover any emergency medical expenses without causing financial stress to the employees.

Vacation Time With Family

According to the leading [executive search consultants](#), a large number of professionals across India are warming up to the idea of getting vacation time with family sponsored by their employers once a year.

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The consultants believe that by making this small yearly investment, the companies can keep their top level executives motivated and make them feel important.

In addition to this vacation time, business organizations also need to consider giving their executives time off on festivals specific to their community.

This single gesture can go a long way in enhancing the sense of belonging and loyalty amongst the candidates for top executive positions.