Employee Resources

Good companies provide more than standard benefits. Having resources for staff to be able to best perform their jobs. Different resources can be offered both online and through services. Most companies today have some form of Employee Resource Portal. These portals provide a number of resources and means by which staff can access both personal and company information.

Common resources offered in an employee portal include:

* Employee directory
* Employee handbook
* Policies & Procedures
* Requests and Approvals
* Paystubs and tax information
* Learning Management System
* Company meetings
* Company social events

However, not all resources are provided inn an ERP. Many companies who are partners or contracted with various firms provide services by the firms to directly to the employees. For example, if a company uses a financial firm for its own finances and investments, the company may have an agreement for the firm to provide financial investment advice to employees for free, or for a limited time, for example a one time 1 hour free consultation. This can expand into any number of firms from legal advice, medical advice, retirement advice, or financial advice, among others.

Most large companies have some form of EAP (Employee Assistance Program). This provides services for managing stress, complaints, substance abuse, or other psychological concerns. An Employee Assistance Program (EAP) is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems.  EAPs address a broad and complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders.  EAP counselors also work in a consultative role with managers and supervisors to address employee and organizational challenges and needs.  Many EAPs are active in helping organizations prevent and cope with workplace violence, trauma, and other emergency response situations.

One other employee resource is a mentorship program. Positions that require more extensive training and experience, such as management or a technical trade, are offered an additional resource to new employees through a mentor. This is basically an employee who has expertise and longevity in the profession as well as in the position in the company. This person then acts as person who can directly supervise the new employee to ensure he/she is doing things correctly, can demonstrate how things are done in the company, and can be available should the new employee need help with an unfamiliar task.

Providing employee resources allows independence and autonomy to employee to manage themselves in their jobs. This build confidence and assurance in the role. It also reduces burdens placed on managers and supervisors, freeing them to focus on more significant matters.