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17 March 2015 5 min. Read the opinions expressed by entrepreneurs are their own. Offering a portion of ownership or shares for exclusive work has become a common advantage in large corporations. Share compensation has become so widespread that public companies have had to report it as spending since the 2006.As of the year becomes easier - or at least more common - for members of the workforce to be self-employed or start your own business, you as a corporate manager have to come up with creative ways to keep your employees on payroll and engage. Many people agree that giving employees a share of ownership, especially in a startup, is the right way to motivate them to bring their best in the company. Here are a few reasons why this is the case, and why this advantage is becoming even more popular these days. It aligns employees' goals with long-term goals. Over time, workers can develop tunnel vision. They think only about their projects, about the timing. Instead of working for their company, they are working towards their own career. Ownership of capital in the company encourages employees to work for the long term. When you give employees stock, they know that what's best for the company is also best for them. This can encourage them to do everything they can to help other employees. Executives of all kinds said that stock options also encourage employees to think outside the box and come up with ideas for making money on their own. This all gives hope that someday all their extra efforts may be worth it. They no longer work for a disembodied entity, but something with a much deeper personal connection. This stimulates performance. As a manager, you just can't watch all your employees all the time. When no one is looking to hold them accountable, it can be tempting for employees to relax and spend time on unproductive activities. When employees have a stock, this tends to change. Suddenly they had an incentive to be held accountable. They know that every moment of lackluster performance can cost them money in the long run. Employees will work harder because they don't just work for you, they work for themselves now. There are two main reasons why productivity is growing, says James Tamplin, founder of Firebase, a startup acquired by Google in late 2014. Number one: People want to feel owned in their work, stock options allow them to do so. Number two: Smart people know that if they join a company that is growing rapidly, their stock options will cost more than many years of salary. The trick is to choose the right company. improves morale. Share compensation can also be a great way to make your employees happy. It's even better than a cash bonus because it's something that only your company can give them. can pay in cash, but only you can give them a long-term benefit from the property in your company. Employees need to be confident in the company's long-term prospects in order for this to work. If they have doubts about the future of the company, then stock compensation may simply feel like useless pieces of paper. Don't let your employees stock, to gloss over your company's struggles, to do so to reward them for helping make the company successful. It promotes unity. Too often there may be disagreements within companies between management and the workforce. Employees may come to resent senior management. Lack of decision-making opportunities and unequal compensation leads to division between large and small companies. In my experience, I've seen that stocks help with unity, although in the case of running, the fact that you're a small underdog against the world has a little more unifying factor than options, although they will certainly help, says Tamplin.Giving employees equity in the company can make them feel as if there's less of a gap. As part of the owners, they tend to feel better compensated, better considered and more involved in the long-term strategic direction of the company. It saves money. Saving money should never be the primary goal of providing employees with stock. As mentioned above, the use of stock compensation on paper due to lack of profit and strategic vision can probably backfire. That being said, saving money from giving employees shares rather than cash bonuses can increase the stability and flexibility of the company. It improves your ability to invest in new equipment, spend more on things like marketing and research and development, or hire more people. There may be downsides to paying employees with a stock and you don't want to go overboard and dilute your existing equity. Used wisely though, a piece of ownership can be a great tool to get the best out of your employees and resources. September 5, 2016 5 min read The Opinions Expressed by Entrepreneur Contributors are their own. Health

care costs are rising, which means one thing for employers: more expensive employee benefits. In fact, an August survey of 133 large U.S. employers by the National Health Business Group (NBGH) found that employers surveyed expected that medical premium plan to grow by 5 percent in 2017. Related: 6 hacks for taking control of your health care costs, many of these employers are optimistic that they can reduce this increase, make changes to their plans. These changes will focus on the main factors that are expected to weigh the cost and ultimately help make health care more affordable for all. Here's a look at the top cost drivers and how employers plan to monitor them: Specialty pharmacy drug use is driving the increase in costs associated with employee benefits. According to the March 2016 Express Scripts report, The volume of medicines is expected to increase by 7.3 per cent in 2017. Spending on specialty drugs has been recognized as the most influential factor in these high prices, and in the same report these costs are expected to increase by 16.8 percent in 2017.Employers agree that specialty drugs have a huge impact on health care costs. Among the NBGH surveyed, 80 percent of listed specialty pharmacy benefits among the three main cost drivers, while 31 percent rated them number one. Cost control: To control the cost of specialized medicines, consider pharmacy management methods. The goal is for employees to make the most effective decisions when it comes to drugs, and 68 percent of employers surveyed planned to give strategies a try. For common medications, the practice here may include requiring prior authorization before filling out a prescription and using quantitative restrictions or step therapy to encourage employees to try less expensive medications in the first place. There are specific strategies for special drugs as well. For example, 68 percent of employers said they would require specialty medications to be obtained from a specialty pharmacy, an facility that carries only this type of drug. Partnering with specialty pharmacies not only helps to control employees' spending on benefits, but also connects employees with specialized pharmacists who can help them better manage their condition and medications. Related: Diagnosis of sick healthcare IndustryHigh-cost applicantsIn the NBGH survey, the next highest influencer was the high cost of applicants. The American Institute for Health Policy (AHPI) identifies an expensive applicant as a patient who costs $50,000 or more a year, and 74 percent of respondents rated the issue in the top three drivers of employee expense benefits. In a recent analysis of AHPI claims data from 26 large employers, it found that the average high-cost applicant costs $122,382 a year - 29.3 times the cost of the average member. Although these expenditures account for 31 per cent of the health expenditures surveyed by employers, these persons accounted for only 1.2 per cent of all members. Spending Control: Offering Consumer Health Plans (CDHP) and Health Savings Accounts (HSA) puts employees in the driver's seat and makes costs more manageable for everyone. CDHPs make employees responsible for a large amount of their initial health care costs. In other words, employers manage lower premiums. But these plans are also beneficial for employees. Employees pay lower monthly fees, and can prepare for future expenses by saving money tax-free with HSAs. similar to flexible expense accounts, but uses to save money they save even if they change jobs or retire. HSAs can help workers meet deductibles on medical expenses and can lead to significant pre-tax savings - especially when employers contribute to those bills. That's why more employers will be offering CDHPs CDHPs HSAs in 2017, according to the NBGH report. Thirty-five per cent of employers will only offer CDHPs - up from 33 per cent in 2016 - and the number of employers offering HSAs will increase from 87 per cent to 92 per cent next year. Diseases and conditions interviewed by NBGH also assessed another aspect of costly claims among the three main factors associated with employee benefits costs: costly illnesses and conditions. In fact, an AHPI analysis found that 53 percent of health care costs are for high cost applicants for chronic diseases, while 47 percent for acute conditions. Cost control: To control the costs of illness, employers are going to the source. NBGH found that 80 percent of employers surveyed planned to offer nurse-coaching for care and condition management, while 72 percent would offer nurse-coaching to manage lifestyles. Nurse-coaching and other wellness programs help employees manage their conditions. The programs help workers with everything from taking their medications correctly and consistently to follow a proper diet and exercise regimen for their condition. They also make sure that staff meet regularly with doctors and take other steps to keep the condition under control. Employers are also turning to telemedicine as an inexpensive option for wealth management. Telehealth provides staff with a doctor without having to go to the doctor's office. These services can be particularly useful in treating mental illnesses such as depression and benefit both the employee and the employer. Employees receive convenient consulting services while employers save on expenses. Related: Are better benefits of tackling employee well-being? Among the large employers surveyed by NGBH, 90 percent will make telemedicine services available to workers in the states where they are allowed in 2017, up from 70 percent this year and 46 percent in 2015. 2015.