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Vocabulary: work 词汇: 工作

Going to work can be a **slog**, especially if your job is full of tedious **tasks** and pointless meetings. Obviously, work is necessary to earn an **income**, and if you get good **job satisfaction** it's a **bonus!** But what can make it more worthwhile are the extra **perks** that your employer offers you as a reward for your **loyalty** and **commitment**.

**Employee benefits** are commonplace these days. Traditionally, these have included a good **pension** and extra days off work. But when a job used to be **for life**, there wasn't much **incentive** to try and keep staff. Now millennials look to leave their jobs within the first two years, and when they are seeking a **position**, they want to know the benefits they'll get on top of their pay. These include half-price cinema tickets, **cycle to work schemes** and gym passes.

But these perks come at a cost to an employer, and now technology is being used to discover if and when they offer **value for money**. Writing for the BBC, Jessica Bown says "Emerging technologies such as data analytics, chatbots, and wearables can help employers know which benefits **resonate with** employees." The idea is to avoid wasting money on things that don't get used and enable a company to **tailor** what it can offer to attract and **retain** the right staff.

As an example, at merchant bank, Close Brothers, AI has been used to develop chatbots that can help employees to find information on subjects ranging from mental health to saving for **retirement** at any time. And Microsoft has developed software to help businesses track their employee's **wellbeing** needs. Anna Rasmussen, founder of Open Blend, told the BBC "It shows companies what their employees need to stay **motivated** and reach their **full potential** in real-time." Insurance company Vitality offer wearable technology to track employees' movements. Staff can earn 'rewards' by having their activity tracked. A study found that by measuring participant's performance, they did the equivalent of 4.8 extra days of activity per month.

It seems that if used in the right way, technology can provide greater **engagement** between an employee and the company. That can lead to a happier, healthier and committed work force. But **human resources** experts warn against relying solely on tech for deciding on employee benefits provision. Greater understanding of new technology and how it's used is needed, they say.

## 词汇表

<b>slog</b>	费力的事情，苦活
<b>task</b>	任务
<b>income</b>	收入
<b>job satisfaction</b>	工作满意度
<b>bonus</b>	额外的好处
<b>perk</b>	(工作)津贴，额外福利
<b>loyalty</b>	忠实，忠诚
<b>commitment</b>	投入，奉献
<b>employee benefit</b>	员工福利
<b>pension</b>	养老金
<b>for life</b>	一生的，终生的
<b>incentive</b>	激励
<b>position</b>	职位
<b>cycle to work scheme</b>	英政府通过抵税优惠鼓励企业员工健康环保出行的“骑车上班”福利计划
<b>value for money</b>	物有所值
<b>resonate with</b>	与……引起共鸣
<b>tailor</b>	专门制定，适应……的需要
<b>retain</b>	保留，保住
<b>retirement</b>	退休
<b>wellbeing</b>	幸福
<b>motivated</b>	有积极性的，充满动力的
<b>full potential</b>	最高潜力
<b>engagement</b>	互动
<b>human resources</b>	人力资源

## 测验与练习

### 1. 阅读课文并回答问题。

1. How long does the article say millennials stay in a job?
2. How does technology help employers retain the right staff?
3. What technology is being used at Close Brothers bank to help employees ask about their pensions anytime day or night?
4. True or false? *Insurance company, Vitality, offer smart watches as an employee benefit for its staff.*
5. Which word in the text means 'something that encourages a person to do something'?

### 2. 请在不参考课文的情况下完成下列练习。选择一个意思合适的单词填入句子的空格处。

1. My boss said I couldn't go home until all my \_\_\_\_\_ had been completed.

perks	tasks	slog	commitment
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2. With a free phone upgrade and unlimited data, I think my new contract offers \_\_\_\_\_.

money value	value of money	value for money	valued money
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3. Following my pay rise, I feel very \_\_\_\_\_ to do a good job!

commitment	engagement	wellbeing	motivated
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4. I love helping people at work especially when they say 'thank you' - it gives me great \_\_\_\_\_.

job satisfaction	job satisfying	job satisfactions	satisfaction job
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5. The training is great. The instructors \_\_\_\_\_ the courses to the needs of the students.

resonate	tasks	slog	tailor
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## 答案

### 1. 阅读课文并回答问题。

1. How long does the article say millennials stay in a job?

**Research has found that millennials look to leave their jobs within the first two years.**

2. How does technology help employers retain the right staff?

**Technology helps companies to see which employee benefits don't get used and enable them to tailor what it can offer to attract and retain the right staff.**

3. What technology is being used at Close Brothers bank to help employees ask about their pensions anytime day or night?

**It is using chatbots that can help employees to find information on subjects ranging from mental health to saving for retirement at any time.**

4. True or false? *Insurance company, Vitality, offer smart watches as an employee benefit for its staff.*

**False. The company is offering smart watches to track employee's activity.**

5. Which word in the text means 'something that encourages a person to do something'?

**Incentive. ("When a job used to be for life there wasn't much incentive to try and keep staff.")**

### 2. 请在不参考课文的情况下完成下列练习。选择一个意思合适的单词填入句子的空格处。

1. My boss said I couldn't go home until all my **tasks** had been completed.

2. With a free phone upgrade and unlimited data, I think my new contract offers **value for money**.

3. Following my pay rise, I feel very **motivated** to do a good job!

4. I love helping people at work especially when they say 'thank you' - it gives me great **job satisfaction**.

5. The training is great. The instructors **tailor** the courses to the needs of the students.