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https://www.100test.com/kao_ti2020/127/2021_2022_GMAT_E8_80_83_E8_AF_95_c89_127295.htm 81. The vice president of

Nostrum argues that implementing an increase in health and retirement benefits for employees is not a good idea at this time. His main line of reasoning is that an increase in benefits is both financially unjustified and unnecessary financially unjustified because last years profits were lower than the preceding years, and unnecessary because Nostrums chief competitor offers lower benefits to its employees and because a recent Nostrum employee survey indicates that two-thirds of the respondents viewed the current benefits package favorably. While the argument has some merit, it is not completely convincing.

来源：考试大 Admittedly the vice presidents reasoning linking employee benefits with company profits seems reasonable on its face. Companies that are not profitable are ill-advised to take on additional costs such as increased employee benefits. However, the fact that Nostrums profits last year were lower than the preceding year does not imply that Nostrum is experiencing financial difficulties that preclude it from increasing employee benefits at this time. Perhaps the previous years profits were extremely large, whereas last years profits, albeit lower, were sufficient to fund an increase in the benefits package without threatening the companys bottom line.来源：考试大 Also, the fact that Nostrums chief competitor provides lower benefits to its employees is not a good reason for Nostrum to deny an increase to its employees. Employee

loyalty is an important asset to any company, and providing good pay and good benefits are among the best ways to acquire it. Nostrum would be well advised to assure that its employees have little reason to seek employment elsewhere, and especially from its chief competitor.来源：考试大 Finally, one can infer from the surveys results that a full one-third of the respondents may have viewed the current benefits package unfavorably. If so, such widespread satisfaction would weaken the vice presidents argument. Lacking more specific information about how these other employees responded, it is impossible to assess the reliability of the surveys results or to make an informed recommendation.来源：考试大 In conclusion the vice presidents argument against implementing a benefits increase is unconvincing. To strengthen the argument, he must provide evidence that the increase in benefits would have a negative impact on the companys overall profitability. Additionally, he must provide more information about the manner in which the survey was conducted before we can determine the degree of employee satisfaction of the current benefits 100Test 下载频道开通，各类考试题目直接下载。详细请访问 www.100test.com