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**EMPLOYEES WELFARE BENEFITS OF THE TAGAYGAY
HIGHLANDS INTERNATIONAL GOLF CLUB, INC.**

CASE STUDY

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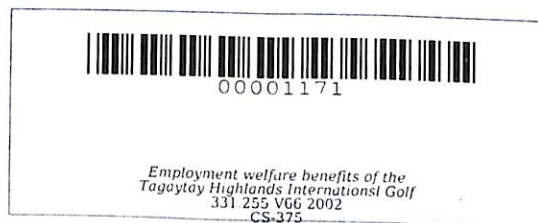
**College of Economics, Management
and Development Studies
CAVITE STATE UNIVERSITY
Indang, Cavite**

April 2002

**EMPLOYEES' WELFARE BENEFITS OF THE TAGAYTAY
HIGHLANDS INTERNATIONAL GOLF CLUB, INC.**

A Case Study
Submitted to the Faculty of
Cavite State University
Indang, Cavite

In partial fulfillment
of the requirements for the degree of
Bachelor of Science in Business Management
(Major in Economics)



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April 2002

ABSTRACT

VIDALLON, REA SEVILLA, Employees Welfare Benefits of Tagaytay Highlands International Golf Club, Incorporated, Case Study. Bachelor of Science in Business Management, major in Economics, Cavite State University, Indang, Cavite. April 2002. Adviser: Roderick M. Rupido.

A case study was conducted at Tagaytay Highlands International Golf Club, Incorporated located at Brgy. Calaboso, Tagaytay City. The study described and analyzed the welfare benefits of its employees in terms of economic and financial benefits, health and medical services as well as dental and the like. Different problems were identified and possible solutions were recommended.

Data and information about the welfare benefits of its employees were gathered with the aid of questionnaires and personal interviews with the manager of Human Resource and other staff of the company. Other relevant data were gathered from Securities and Exchange Commission (SEC).

Tagaytay Highlands International Golf Club, Incorporated is engaged in promoting social, recreational, athletic activities and maintenance of sports and recreational facilities. Organizational set-up is well structured that establishes a smooth flow of activities and clear chain of command. All employees whether regular, probationary, casual or contractual are offered a number of benefits that help the company recruits and retains quality workforce. The company provides welfare benefits that motivate employees to perform their work efficiently.

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EMPLOYEES' WELFARE BENEFITS OF THE TAGAYTAY HIGHLANDS INTERNATIONAL GOLF CLUB, INC.^{1/}

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^{1/}A case study report submitted to the faculty for the Department of Management, College of Economics, Management, and Development Studies, Cavite State University, Indang, Cavite in partial fulfillment of the requirements for graduation with the degree of Bachelor of Science in Business Management major in Economics with Contribution No. CS 2002-BM02-023. Prepared under the supervision of Mr. Roderick M. Rupido.

INTRODUCTION

Benefits are supplemental compensations that employee receive, aside from their direct wages and incentive pay. These are not substitutes for salaries and wages. These are granted to employees to provide them with facilities and assistance and are voluntarily granted by the company or a part of the collective bargaining agreement or required by law. These are given to employees regardless of differences in individual performance (Sison, 1991).

Employee benefits are substantial cost to employers. In fact, the costs of benefits have grown faster in most companies than other cost factors. Private initiatives to control cost have been inhibited by state and federal regulations. State and federal regulations will have an enormous influence on the growth or decline of employee benefits (Martinez, 1990).