

**EMPLOYEE BENEFITS: IMPLICATION TO MOTIVATION
AND JOB PERFORMANCE OF WATER DISTRICT
EMPLOYEES IN CAVITE**

THESIS

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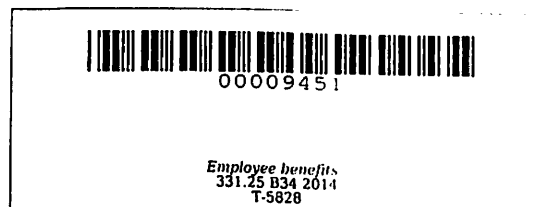
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**EMPLOYEE BENEFITS: IMPLICATION TO MOTIVATION
AND JOB PERFORMANCE OF WATER DISTRICT
EMPLOYEES IN CAVITE**

Undergraduate Thesis
Submitted to the Faculty
of the College of Economics, Management, and Development Studies
Cavite State University
Indang, Cavite

In partial fulfillment
of the requirements for the degree,
Bachelor of Science in Business Management
Major in Human Resource Development Management



ROSE ANNE A. BAYOT

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ABSTRACT

BAYOT, ROSE ANNE A. Employee Benefits: Implication to Motivation and Job Performance of Water District Employees in Cavite. Undergraduate Thesis. Bachelor of Science in Business Management major in Human Resource Development Management. Cavite State University. April 2014. Adviser: Dr. Florindo C. Ilagan.

This study generally aimed to determine employee benefits of water district employees in Cavite and its implication to motivation and job performance. Specially, the study aimed to (1) determine the benefits provided to employees; (2) determine the employees perception on the benefits provided in terms of adequacy, appropriateness, equality, fairness consistency and timeliness; (3) identify the level of motivation of employees; (4) identify the level of job performance of employees; (5) determine the relationship between employee's perception of the benefits provided and their level of motivation; and (6) determine the relationship between employee's perception of the benefits provided and their level of job performance.

The study covered eight selected water districts. One hundred and seventy regular employees participated in the study. Data were gathered using questionnaire.

Majority of participants were members of Government Insurance Service System, PhilHealth, Pag-IBIG Fund, and received 13th month pay for their mandated benefits while anniversary bonus, performance bonus and mid-year bonus for voluntary benefits.

Water district employees were found to have a positive perception towards their benefits and were mostly motivated. Significant relationship was found between the employee benefit perception and level of motivation. No significant relationship was found between the employee benefit perception and job performance.

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An undergraduate thesis submitted to the faculty of the Department of Management College of Economics, Management and Development Studies, Cavite State University, Indang, Cavite in partial fulfillment of the requirements for the degree of Bachelor of Science in Business Management, major in Human Resource Development Management with Contribution No. 1 - 2014- BSBM - 0372. Prepared under the supervision of Dr. Florindo C. Ilagan.

INTRODUCTION

Over the years, organizations have been giving another focus of rewards, aside from the regular basic pay of employees, which is called “benefits”. Giving or extending benefits is one of the largest investments of every organization both by private and government companies. Benefits can be one of the most important components to build a good employment and working relationship between employee and employer. These benefits can be in various forms but not limited to monetary or services, such as bonuses, access to health care, life insurance and other programs. These can be helpful in order to protect and support to employees work/life. It’s no surprise then that employers carefully manage their benefits programs (Kwon & Hein, 2013).

The phrase "employee benefits" is an umbrella term that includes insurance programs, fully compensated absences like vacations with pay, holidays, sick leave, pensions, stock ownership plans, and employer-provided services offered by employers