



**THE FACTORS THAT INFLUENCE THE EMPLOYEE'S
PERCEPTION AND EXPECTATION TOWARDS BENEFIT PACKAGES**

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“DECLARATION OF ORIGINAL WORK”

I, Fatin Najiha Bt Mohd Napiah,

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

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ABSTRACT

The main purpose of this study is to determine the significant relationship between several of employee's characteristics with their perception and expectation towards the benefits package that are already offered to them in the mean time. As we might concern, the potential impact of employee benefits on individuals are vital in the process of achieving the objective in attracting and retaining employees in an organization. Thus, through in-depth investigation and analyzing process would assist in determining the potential factors contributed to the benefits satisfaction among employees. Several factors such as employee's family preference standing human behaviour, attitude, and preferences will then resulted in a good flow of business s, individual preferences, and social preferences will create a greater impact in identifying how each of employees value the benefit packages offered by employer. The importance under planning especially in the process of determination of benefit packages. Either company will offer equal to the market, lead the market, or lag the market, it should be determined through how well employers aware of the employee's perceptions and expectation towards what they should received in return of their services to the company.

A survey have been conducted in the process of gathering the data information and it was founded that several factors such as gender differences, income level, and family-support concept have a significant relationship with employee's percetion and expectation toward benefits. The SPSS shows a valid data for the relationships with a strong pearson correlation score except for gender differences factor which is weak eventhough it is significant.

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