

**A STUDY ON THE RELATIONSHIP BETWEEN EMPLOYEE BENEFITS AND
EMPLOYEE WORK PRODUCTIVITY AT MAJLIS UGAMA ISLAM DAN ADAT
RESAM MELAYU PAHANG, PEKAN**

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ABSTRACT

Employee benefits or welfare can be defined as a corporate attitude or duty reflected in the communicated watch over worker at all measures, supporting their work and the earth in which it is performed. Most of the companying usually see the employee benefits as important for their employees but they do not know the most important one. The goal of studying about employee benefits are to know what are the most preferred benefits and which benefit give more impact on employee work productivity in Majlis Ugama Islam Dan Adat Resam Melayu Pahang, Pekan. The objective of this study are to identify the type of employee's benefits that employees need the most and to determine the relationship between employee's benefits and employees' productivity. Besides that, the significant of the study will give influence and benefits to organization or employer and also employees of the organization. But in this study still have limitation which is the result of the study cannot be generalized to all organizations. Furthermore, the elements involved in benefit dimensions were limited to only three elements that are day care service, provide counselling sessions and employees' training opportunities, although there are many factors that could be considered in the benefit dimensions. Benefits that employees consider available in this company are bonus or allowance, medical panel, and opportunity for training. The result shown that the benefits that employees needed most but organization not provided is child care. These benefit is considered important for them in enhancing their work productivity.

The population of the study consists of employees from Majlis Ugama Islam Dan Adat Resam Melayu Pahang, Pekan with total number of population were approximately 75 employees from different type of positions and gender. In addition, pilot test has been conducted to the family members and employees of Majlis Ugama Islam Dan Adat Resam Melayu Pahang, Pekan. The questionnaires have been distributed to 10 people for pilot test.

For the demographic analysis. Based on the findings most of the employees are working more than 6 years with frequency of 38 (60.3%) are permanent. Besides that, minority of respondents are female and position as clerk with the percentage of 58.7% and 44.4% respectively. Other than that, most of the respondents are married with frequency of 50 (79.4%). In term of benefits provided, the respondents agreed that medical panel and bonus or allowance are provided by employer. Thus, what respondents need most during their service are child care service and insurance. According to the findings, it can be concluded that value of Pearson Correlation indicated that child care service and employee work productivity had strong relationship (0.612) rather than relationship between counselling session and employee work productivity (0.599) and relationship between opportunity for training and employee work productivity (0.576). Other than that, the descriptive statistic analysis shows the highest value mean is on the child care service with value mean (4.0952) and standard deviation (0.77697), that the respondents agreed and think child care benefit programmes have greater impact on productivity. For the research objective one, it can be concluded the type of employee benefit that organization need most at Majlis Ugama Islam Dan Adat Resam Melayu Pahang is child care service. The overall result of the relationship between employee benefit and employee work productivity can be concluded that there is strong relationship between employee benefit and employee

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