

**THE RELATIONSHIP BETWEEN EMPLOYEE BENEFITS AND JOB
SATISFACTION AMONG EMPLOYEES IN HOTEL INDUSTRY AT
JERANTUT PAHANG DARUL MAKMUR**

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ABSTRACT

The purpose of this research paper was to investigate the relationship between employee benefits and job satisfaction among employees in hotel industry at *Jerantut, Pahang Darul Makmur*. This study used disproportionate stratified random sampling technique and the response rate was 90%. SPSS V-20 was used to analyze the questionnaire in order to determine the result. The questionnaire was adopted from Robles (2018). Most of the respondents in this study were female workers aged between 20 - 30 years old. The findings showed that many of the respondents were single and the range of salary is between RM1,000 - RM2,000. The findings also showed that there was a significant but weak relationship between employee benefits and job satisfaction ($r=0.37$). Moreover, the relationship between pension funds and job satisfaction was also significant but considered as weak ($r=0.31$). The findings also highlighted that the relationship between work-life balance and job satisfaction was significant but weak ($r=0.35$). Generally, the employees agreed that they need pension beside salary as their long term benefits ($M=3.75$, $SD= 1.05$). Respondents also can balance their life between work and family life ($M=3.87$, $SD=0.79$). It is recommended that the top management provide better reward, sick leave and quality work hour for employees. Future researcher should not only focus in hotel industry at *Jerantut, Pahang Darul Makmur* but Malaysia as a whole and choose other method to collect data such as interview session in order to gain result that is more comprehensive.

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