

**A STUDY ON RELATIONSHIP BETWEEN EMPLOYEES' BENEFIT
AND ITS EFFECT ON EMPLOYEES' PRODUCTIVITY IN
PERTUBUHAN KESELAMATAN SOSIAL (PERKESO)**

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ABSTRACT

The main purpose of this study is to determine the relationship between employees' benefit and its effect on employees' productivity in Pertubuhan Keselamatan Sosial (PERKESO). All 45 respondents participated in this correlational research was from Management Services Department in Pertubuhan Keselamatan Sosial (PERKESO)'s Tower at Jalan Ampang which includes top, middle, and lower managements. Thus, the result show that majority of respondents are female, age is group are 18 - 25 years old and hold degree holder. In addition, most of the respondents are single and also full time employers in Pertubuhan Keselamatan Sosial (PERKESO). Other than that, most of the respondents are paid RM900 - RM1500 and from middle level management. Besides, the Pearson Correlation value which is 0.698, which means there is very strong of relationship between the flexible working hours and employees' productivity in Pertubuhan Keselamatan Sosial (PERKESO). Moreover, there is a strong positive relationship between the life insurance and employees' productivity in Pertubuhan Keselamatan Sosial (PERKESO) with the Pearson Correlation value is 0.687. Other than that, there is a very strong positive relationship between the paid sick leave and the employees' productivity in Pertubuhan Keselamatan Sosial (PERKESO) with the Pearson Correlation value which is 0.656. Apart from that, some opinion and experiences given by respondents on the he things that employee need to increase their motivation. The opinion includes management support, flexible working hours and communication skills.