



ABSTRACT

Perceptions on the pay system of Filipino employees have been investigated in the study. Through purposive sampling method sixty rank and file employees were chosen as respondents from five telecommunications companies. The researchers' objective was to explore the similarities and differences of male and female, single and married perceptions of Filipino telecommunications employees on their pay system, respectively. Further, due to the current economic crisis of the Philippines, the aim of the study was to discover the criteria that employees believe should be included on their pay system because these would be beneficial for them. Responses from the data gathered were categorized into major headings. With the open-ended survey questionnaire the researchers were able to explore similarities and minute differences between male and female, single and married concerning their perceptions on their pay system. Results indicate that the company's pay system and the employees' ideal pay system is somewhat similar. Moreover, most employees' dissatisfaction towards their pay system.