



PERCEIVED VALUE OF COMPENSATION AND BENEFITS AND
JOB PERFORMANCE OF EMPLOYEES IN SELECTED
COMMERCIAL BANKS OF TOWNS IN CAVITE

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ABSTRACT

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SUMMARY:

The research entitled Perceived Value of Compensation and Benefits and Job Performance of Employees in Selected Commercial Banks of Towns in Cavite is a study that focuses on the viewpoint of employees on the compensation and benefits they received and the relationship it has, if any, to job performance. The proponent intended to know how commercial banks measured job performance by interviewing branch managers. Moreover, this study probed the relationship between the performance of bank employees, the compensation and benefits they received, and their work environment by



using Chi-square and Spearman Rho statistics. This descriptive and correlational study investigated, by way of survey, forty-nine out of sixty (49/60) commercial bank employees from sixteen out of 23 (16/23) commercial banking institutions operating in selected towns in Cavite.

It was concluded that there was no significant relationship between compensation and job performance; in other words an increase in an employee's salary did not guarantee an automatic improvement of his performance. There was also no significant relationship between benefits and job performance. This meant that if management increased the benefits it gave to its employees, this did not guarantee any change for the better in terms of the way rank-and-file employees performed their tasks. Compensation and benefits did not have a significant relationship to job performance but they had significant relationship with the preference of the employees to continuously contribute their services in a bank. Moreover, work environment (which was the intervening variable in this study,) also influenced tenure but not job performance. Aside from years of service, compensation also influenced the degree of loyalty of employees.

Valuable recommendations were enumerated related to the findings and conclusions brought about by this study. These can be implemented by human resource managers and branch managers who desire to optimize the use compensation and benefits as a leverage to make their staff more productive contributors in their respective organizations.



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