

“A STUDY ON IMPACT OF EMPLOYEE BENEFITS ON JOB SATISFACTION AND RETENTION”

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ABSTRACT

This study examines the impact of employee benefits on job satisfaction and retention. Employee benefits play a crucial role in attracting and retaining talented individuals within organizations. The objective of this research is to explore how various employee benefits contribute to job satisfaction and ultimately influence employee retention. Through a comprehensive literature review, this study identifies key categories of employee benefits, including health insurance, retirement plans, paid time off, flexible work arrangements, and professional development opportunities. The research utilizes a mixed-methods approach, combining quantitative surveys and qualitative interviews, to gather data from a diverse sample of employees across different industries. The findings of this study will provide insights into the relationship between employee benefits, job satisfaction, and retention. By understanding the specific benefits that have the greatest impact on employees, organizations can tailor their benefits packages to enhance job satisfaction and increase employee retention rates. This research aims to contribute to the existing body of knowledge on employee benefits and provide practical implications for organizations seeking to improve employee satisfaction and retention.

INTRODUCTION

Employee benefits play a significant role in the overall package of compensation that businesses offer to their employees. These benefits are intended to increase staff happiness and wellbeing as well as attract and retain top talent. Recently, the importance of employee benefits has come to light, particularly in light of its impact on job satisfaction and retention. Work satisfaction is a crucial element in determining employee performance and fidelity to a company. It describes the degree to which a worker is content with their position, taking into account factors including the workplace atmosphere, job responsibilities, pay, and benefits. Employee benefits play a big role in job satisfaction and can influence a worker's decision to stick around or depart for another employer. Another important concern for organisations is employee retention. High employee turnover can be expensive, disruptive, and result in the loss of experience, knowledge, and abilities. By giving people a sense of safety, stability, and wellbeing, employee perks are essential for keeping employees. Therefore, it is vital for companies to understand how employee benefits affect work satisfaction and retention. The purpose of this study is to look into the connection between retention, work satisfaction, and employee perks. This study can offer important insights into how organisations can improve their compensation and benefits packages to attract and retain top talent by examining the various types of benefits that employees appreciate and the factors that influence their satisfaction and retention.

Literature Review

A study of relationship between managers’ leadership style and employees’ job satisfaction (2014)

Employee loyalty is regarded as one of the most important factors for business growth and sustainability in all industries. As a result, examining the variables that may have an impact on employee loyalty has emerged as one of the most interesting research topics. The goal of this study is to ascertain how satisfaction, trust, and leadership support affect employee loyalty in the Saudi Arabian hotel sector. With the aid of a structural questionnaire, data were gathered.

THE EFFECT OF JOB SATISFACTION ON EMPLOYEE RETENTION (2020)

Job satisfaction and employee retention, as an academic concept, has aroused wide attentions from the fields of management, social psychology, and practical operations in recent years. This research paper reviews more than a decade of researches on the antecedents and outcomes of job satisfaction and employee retention. Therefore, the current study attempts to explore the relationship between job satisfaction and employee retention.

For this, the study uses a descriptive research design. In conclusion, the findings of the study suggest that there was a positive correlation between job satisfaction and employee retention.

An Investigation into the Effect of Knowledge Management on Employee Retention in the Telecom Sector (2022)

Because telecom workers are knowledge workers, managers, HR experts, and industry policymakers must implement knowledge management practises to keep them on board. This study examined the impact of knowledge management on staff retention in the telecom industry in opposition to this concept. The research design used in this study is a cross-sectional survey employing a simple random sample technique on a population of thirty telecom businesses in the southeast of Nigeria.

The Impacts of Remuneration on Employee Retention and Job Satisfaction among Private Higher Education Institutions’ Lecturers:

During the Covid-19 outbreak, this study examined the effects of compensation on staff retention and work satisfaction among professors at private higher education institutions in Sarawak, Malaysia. A theoretical framework involving compensation, employee retention, and job satisfaction was put out, and it had a considerable impact on academic staff members' satisfaction with their pay. This study polled 255 academic staff members from nine institutions using Microsoft Form. The results showed a substantial association between Employee Retention and Job Satisfaction as well as between Remuneration and Job Satisfaction. Employee retention and compensation, however, do not significantly correlate.

THE EFFECTS OF COMPENSATION, WORK ENVIRONMENT AND JOB SATISFACTION ON EMPLOYEE RETENTION:

Managers, HR experts, and industry officials must use knowledge management practises to keep telecom sector employees because they are knowledge workers. This study examined the impact of knowledge management on staff retention in the telecom industry in opposition to this concept. The research design used in this study is a cross-sectional survey employing a simple random sample technique on a population of thirty telecom businesses in the southeast of Nigeria. The Krejci and Morgan sample size determination table was used to determine the sample size. The instrument used to collect the data was a questionnaire. Frequency distribution was used to assess the respondent profiles, and linear regression was used to analyse the hypotheses that were developed.

Objectives of study:

- To examine the relationship between employee benefits and job satisfaction and retention.
- To identify any gaps in the current employee benefit packages and determine how they can be improved to enhance job satisfaction and retention.

Research methodology

Type of research: Empirical research, it is the research which analysis done through empirical evidence.
Source of data: primary data & secondary data which is collected through the company.
Sample size: 100
Tools and techniques: Descriptive research Regression analysis.4.2

Conceptual framework



Summary of the model :

This study set out to determine how employee benefits affected job satisfaction and retention in the context of an organisation. The study set out to test the premise that appealing employee benefits have a favourable impact on job satisfaction and raise retention rates.

DATA ANALYSIS AND INTERPRETATION

	AGE	GENDER	Year of experience	Educational qualification	Salary	satisfied with my job & motivated	adequate health benefits	Overall, satisfied with my job.
Mean	1.960784314	1.666666667	2.137254902	2.568627451	1.990196078	3.715686275	3.784313725	3.519607843
Standard Error	0.082338148	0.056310792	0.059178377	0.078212663	0.06307819	0.084036965	0.0783358537	0.093187053
Median	2	2	2	3	2	4	4	4
Mode	2	2	2	3	2	4	4	4
Standard Deviation	0.831574537	0.568711125	0.597672311	0.78990918	0.637058495	0.848731739	0.791382435	0.941143103
Sample Variance	0.69151621	0.323432343	0.357212192	0.623956513	0.405843526	0.720345564	0.626286158	0.88575034
Kurtosis	0.699716121	0.658291621	-0.25033559	0.253338282	0.303759687	0.210886849	0.190669795	0.514186983
Skewness	0.390281319	0.134209667	0.052959077	0.415083204	0.242399071	0.505464987	0.326972224	0.348456464
Range	3	2	2	3	3	3	3	4
Minimum	1	1	1	1	1	2	2	1
Maximum	4	3	3	4	4	5	5	5
Sum	200	170	218	262	203	379	386	359
Count	102	102	102	102	102	102	102	102
Confidence Level (95.0%)	0.163336738	0.1111705464	0.117393981	0.155152885	0.125130162	0.166706732	0.15544226	0.184858046

Descriptive statistics:

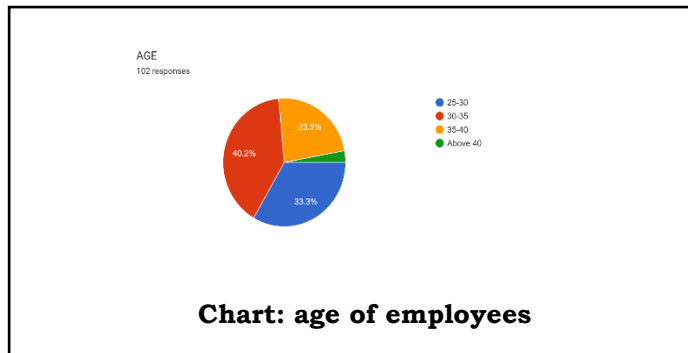
INTERPRETATION

The mean score of the age is (1.96%) and the standard deviation is at (0.82%), and the mean value of the gender is analysed has (1.66) and the standard deviation is (0.056), the mean score of the number of years in a company is (2.13) and standard deviation is (0.059), as the mean value of Education is (2.56) and the standard deviation is (0.078) stratified with descriptive statistics.

Table showing frequency distribution of age of employees

Sl.no	Particulars	No of respondents	Percentage
1	25-30	34	33%
2	30-35	41	40.2%
3	35-40	24	23.5%
4	Above 40	3	2.9%
	Total	100	100%

Source: primary data collected through questionnaire



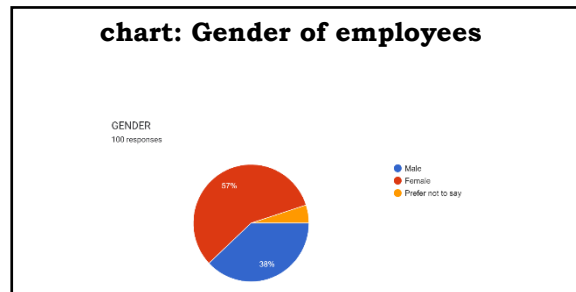
Interpretation:

The above graph showing respondents divided on the basis of age group of the respondent. As per the survey 33% of respondent are between 25–30-year age group 40.2% of the responders are between 30-35age group, 23.5% of the responders are between 35-40 age group and 2.9% of the responders are between above 40 age group.

Table showing frequency distribution of age of employees

Sl.no	Particulars	No of respondents	Percentage
1	Male	38	38%
2	Female	57	57%
3	Prefer not to say	5	5%
	Total	101	100%

Source: primary data collected through questionnaire



Interpretation:

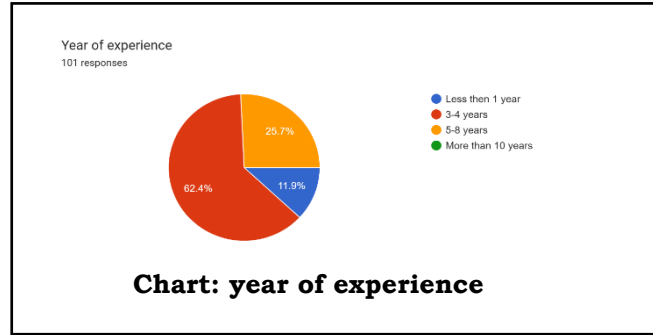
The above graph showing respondent divided on the gender, as per the survey, there are 57 female responders, 38 male responders and 5 prefer not say responders.

From the above chart we can analyse that out of 100% respondent 38% are male 57% are female 5% are prefer not say from the above survey it is conspicuous that majority of the respondent are female that is 57%.

Table showing frequency distribution of Year of experience

Sl.no	Particulars	No of respondents	Percentage
1	Less than 1 year	12	11.9%
2	3-4 years	63	62.4%
3	5-8 years	12	11.9%
	Total	101	100%

Source: primary data collected through questionnaire



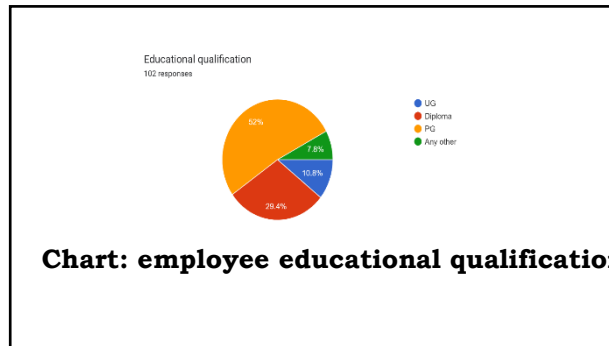
Interpretation:

The above table graph showing respondent divided on the basis of working year of employee. The survey found that less than 1 year are 11.9%. And 62.4% respondents belong to 3-4 years and 25.7% respondents are belonged to 5-8 years.

Table showing frequency distribution of employee educational qualification

Sl.no	Particulars	No of respondents	Percentage
1	UG	11	10.8%
2	Diploma	30	29.4%
3	PG	53	52%
4	Any other	8	7.8%
	Total	101	100%

Source: primary data collected through questionnaire



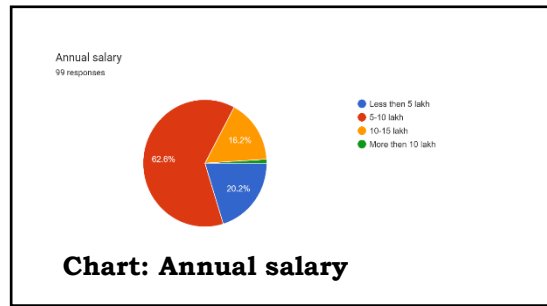
Interpretation:

From the above chart 10.8% respondents belong to UG category, 29.4% respondents are diploma, 52% respondents are PG, 7.8% respondents are other.

Table showing frequency distribution of Annual salary

Sl.no	Particulars	No of respondents	Percentage
1	Less than 5 lakhs	20	20.2%
2	5-10 lakh	62	62.6%
3	10-15 lakh	16	16.2%
4	More than 10 lakhs	1	1%
	Total	100	100%

Source: primary data collected through questionnaire



Interpretation: From the above graph 20.2% respondents belong to less than 5 lakhs, 62.6% respondents belong to 5-10 lakh, 16.2% respondents belong to 10-15 lakh, 1% respondents belong to more than 10lakh category in espicon company.

Regression and chi square Table:

SL.NO	VARIBELS	F	SIG
1	Employee job satisfaction v/s employee retention	5	1.91

INTERPRETATION:

From the above table it can be inferred that there is a significant relationship between impact on job satisfaction and retention rates. Since P value=0.000246 less than 0.05, H0 is rejected and H1 is accepted at 5% level of significance

SL.NO	VARIBELS	value	P
1	employee benefit v/s job satisfaction and retention.		

INTERPRETATION:

We may conclude that there is a gap in the current employee benefit package that improves job satisfaction and retention because the significance p value is less than 0.05.

FINDINGS:

- It is observed that there are 57% more male respondents than female ones.
- It is discovered that most of respondents (62.4%) have 3–4 years of experience.
- It is discovered that 52% of respondents—the highest percentage—have postgraduate degrees.
- The most of respondents (40.2%) are in the 30- to 35-year-old age range.
- It is discovered that 35.9% employees at Toyota report feeling content in their jobs when asked about workplace happiness.

CONCLUSION:

Employees are more likely to feel valued and supported by their employer when they have access to perks like healthcare coverage, retirement plans, flexible work schedules, paid time off, and opportunities for professional growth. Employee perceptions that their needs are being met in ways other than financial pay as a result of job satisfaction. A key factor in employee retention is job satisfaction. Employees that are happy with their jobs are more likely to be engaged, devoted, and driven to give their best work. They are less inclined to look for new employment options or consider offers from other companies. Furthermore, a supportive work environment fostered by extensive benefits encourages a sense of loyalty and dedication among employees, further boosting their propensity to stick with the business.

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