

Satisfied Benefits on the Composition and Needs for Employee

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ABSTRACT

The near ten year European and American enterprise advocated " happy in working " ,Such as US's computer software consultant firm (SAS Insitute)、Ford Motor Company to promote employee job satisfaction through providing employee satisfied benefits, enables the staff to be glad the work. The same tendency in Taiwan, enterprise raises the investment of benefits. Most of enterprise will not confirm about provides the benefits and the employee like tallying. The purpose of this study is to finds out the enterprise benefits implementation situation and employee satisfied benefits through questionnaire investigation. The questions for the research as followings : 1. what ' s the priority of employee require benefits concrete content ? 2. What ' s the gap of benefits between enterprise carry out and employee needs ? 3. What are the benefits to establish the enterprise and employee satisfied benefits system? Unofficial questionnaire to explore the employee satisfied benefits before developing official questionnaire. The questionnaire include the level of benefits demand 、 survey enterprise carrying out benefits and individual data .The statistics software SPSS 10.0 was used as a tool for statistical analysis . For sampling data in descriptive statistics, frequency distribution and examine the levels of reliability. The analysis ways including to single factor variant analysis, one way ANOVA, t test are conducted to review the difference of different variables. There were 445 valid samples. The results of this study are as follows : 1. For 26 item of benefits, the top 3 of popular benefits are : the group activity, bonus and stock distribution, traffic installations. 2. For 5 types of benefits, in the personal type benefits, employees except travel subsidy around NTD\$5000-10000/each year. For department type benefits, employee hope company can provides both domestic and overseas travels. In family type of benefits, employee hope can get allowance of child-care expense. In working time type of benefits, employee need 1-2 days spring holidays. In facilities type of benefits, the buffet style of meal will be popular. 3. Employee with different personal features show different requirement at employee benefits. Female like language training and hope the company can help them to arrange the family work service. ; For male, they interested in low interest loan. ; For education and age, the higher education degree, the more benefits expected, the younger age will have the higher demand of benefits. 4. There are different demand & implement degree to benefits between different industries. For the implement degree of 26 items benefit, it is the highest with the implementation degree of the manufacture industry, secondly is banking industry, the last one is service industry. The more number of employee is, the more perfect benefits that can offer is. About the demand of benefits, the employees in service industry and banking industry will have higher demand of family type benefits, there are higher expect for all type of benefits in service industry employees.

Keywords : employee benefit, the benefit demand, employee satisfied benefits

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