

## **EMPLOYEE BENEFITS, JOB SATISFACTION, AND RETENTION INTENTION OF SELECTED FINANCE EMPLOYEES OF THE UNIVERSITY OF PERPETUALHELP SYSTEM LAGUNA**

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### **ABSTRACT**

This study examined the relationship between employee benefits, job satisfaction, and retention intention among selected finance employees at the University of Perpetual Help System Laguna (UPHSL). A descriptive correlational research design was used in this study. The study revealed that the respondents generally agreed on the adequacy of employee benefits (mean = 2.86), while both job satisfaction (mean = 3.00) and retention intention (mean = 2.97) were rated as high. A moderate positive correlation was found between employee benefits and job satisfaction ( $r = 0.463$ ,  $p < 0.01$ ), implying that better benefits enhance job satisfaction. A low but significant correlation was observed between employee benefits and retention intention ( $r = 0.394$ ,  $p < 0.01$ ), while job satisfaction and retention intention exhibited a moderate correlation ( $r = 0.747$ ,  $p < 0.01$ ), suggesting that satisfied employees are more inclined to stay with the organization. Furthermore, reviewing benefits packages, conducting regular satisfaction surveys, and implementing targeted workplace improvements to foster employee engagement and organizational stability.

**Keywords:** Employee Benefits, Job Satisfaction, Retention Intention, Job Embeddedness Theory, Finance Employees, Higher Education