

FRINGE BENEFITS OF THE ADMINISTRATIVE STAFF IN FOODTRADE CORPORATION IN QUEZON CITY

ABSTRACT

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Fringe benefits play a crucial role in boosting employee morale and fostering organizational stability. This study explores the nature and effectiveness of fringe benefits—focusing on leave entitlements, communication allowances, and Health Maintenance Organization (HMO) coverage—provided to administrative personnel at Foodtrade Corporation in Quezon City. The objective is to assess how these benefits contribute to employee well-being, retention, and productivity, ensuring that company policies align with the needs and expectations of the workforce. A descriptive research design was adopted to assess the satisfaction levels of administrative staff regarding fringe benefits. A purposive sample of 50 participants, consisting of both regular and probationary employees, was selected. Data collection was conducted through a structured survey questionnaire, which was validated by subject matter experts and pilot-tested for reliability. Statistical tools such as the weighted mean, Kruskal-Wallis H-Test, and Mann-Whitney U-Test were employed to analyze satisfaction levels and examine significant differences based on demographic factors, particularly age and gender. The study revealed that administrative staff demonstrated a high level of satisfaction with leave benefits, reflected by a composite weighted mean of 3.32, corresponding to a “Strongly Agree” interpretation. Communication allowances and HMO provisions received weighted means of 3.16 and 3.09, respectively, indicating moderate satisfaction. Statistical tests, including the Kruskal-Wallis H-Test and Mann-Whitney U-Test, revealed no significant differences in satisfaction levels based on age or gender ($p > 0.05$). Despite overall positive responses, several issues were identified. The most commonly cited challenge was that the existing leave benefits did not adequately meet employees’ personal and professional needs. Other concerns included the complexity of benefit application procedures and the inconsistent distribution of communication allowances. The results indicate that while employees value the current fringe benefits, there are noticeable shortcomings in their implementation, particularly in ensuring fairness, consistency, and inclusiveness. The absence of significant differences in satisfaction across age and gender suggests a shared experience among staff; however, this also points to the need for more personalized or role-specific benefits. Improving the design and delivery of these programs could significantly enhance employee retention, satisfaction, and overall organizational effectiveness.

RECOMMENDED CITATION

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