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**EMPLOYEE PERCEPTION ON RETENTION FACTORS IN SELECTED FOOD  
MANUFACTURING COMPANIES IN GREATER METRO MANILA**

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## ABSTRACT

The dilemma of organizations today is how to keep key employees from leaving. Industries are currently being challenged in the competitive business environment as talented and proficient employees become sought after. The purpose of this research was to determine the level of influence and level of importance of the eight retention factors; compensation and benefits, rewards and recognition, work environment and culture, recruitment and selection, career development and training, job design and work teams, performance management and evaluation, and communications from the perspective of the employees.

The research employed a descriptive correlational design with data gathered from selected food manufacturing companies located in the greater Metro Manila.

The respondents comprised of 162 employees, randomly chosen from the different levels in the organizations; the primary movers (supervisors), the tactical managers (managers) and the strategy makers (executives).

The research revealed that when respondents were grouped according to educational attainment, a significant difference in their perception both for the level of influence and level of importance occurred as compared to when respondents were grouped according to position level, no significant difference in their perception resulted.

The study indicated that compensation and benefit does not rise above the other factors of employee retention.

With reference to the data gathered between level of influence and level of importance, the level of importance generated a higher mean average.

This may imply that the employee's personal value has more impact on their decision to stay with the company rather than the retention factor itself.

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