

the Compensation and Benefits Package is considered the main employee's motivator. As a reward, it is a suitable method of convincing a highly skilled employee to stay committed and loyal to the organization. Employee benefit is defined as any form of reward provided by the organization other than wages or salaries that is paid for in whole or in part by the employer. The benefit also referred as indirect compensation because it is given to employees in the form of a plan (such as health insurance, organization shares and retirement benefits) rather than cash. Employee benefit can be referred to the benefits that are provided to the employees in addition to their salary. Benefit includes packages an employer practices to supplement the cash compensation that employees receive. Other researchers identified For an organization to supervise compensation efficiently, the employer need to have a positive influence on the performance of its employee and understand the various aspect of compensation as motivators that motivate employees and direct their behavior towards achieving organizational objectives. Compensation can be characterized by two basic elements: base pay–nondiscretionary compensation that does not regularly vary according to performance or results achieved. Where researchers identified successful compensation programs are the result of well–defined and closely managed systems.