Abstract

Historically in the workplace compensations have been understood primarily as an administrative function limited to accountants and dedicated to make monetary payments to workers. Specifically, these compensations are aimed at complying with tax and law regulations. There is however evidence supporting the fact that the role and function of human resources management have been changing. This research project has as its main objective to determine the implications that punctuality bonuses have on, excellence practices, job satisfaction and professional development. To accomplish this, this study uses for its qualitative component survey information collected from a sample of 40 interviews using a questionnaire of seven open questions; while using for its quantitative component a 33 self-designed items instrument, that was consequently applied to a simple of 100 workers. Preliminary findings provide evidence that there is not relationship between job satisfaction and professional development with the punctuality bonuses and a reduction in layoff compensations and benefits.

Keywords

Compensation; bonuses; benefits; human resources management; satisfaction.