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Employee Benefits in Small Medium Enterprises (SMEs): Practice and Challenges

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Abstract

This paper examines the emerging issues in the practice of Employee Benefits (EB) in SMEs. An insight of the types of employee benefits (EB) rationally offered in business is brought forward with its importance. Costs, minimum wage policy, non-monetary benefits, tax implications and cafeteria plan flexibility have been identified as issues and challenges for EB practices in SMEs. This paper contributes knowledge on the contemporary state of EB to the SMEs.

Keywords: Employee benefits, SMEs

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